

# global report Randstad Workmonitor wave 3, 2015

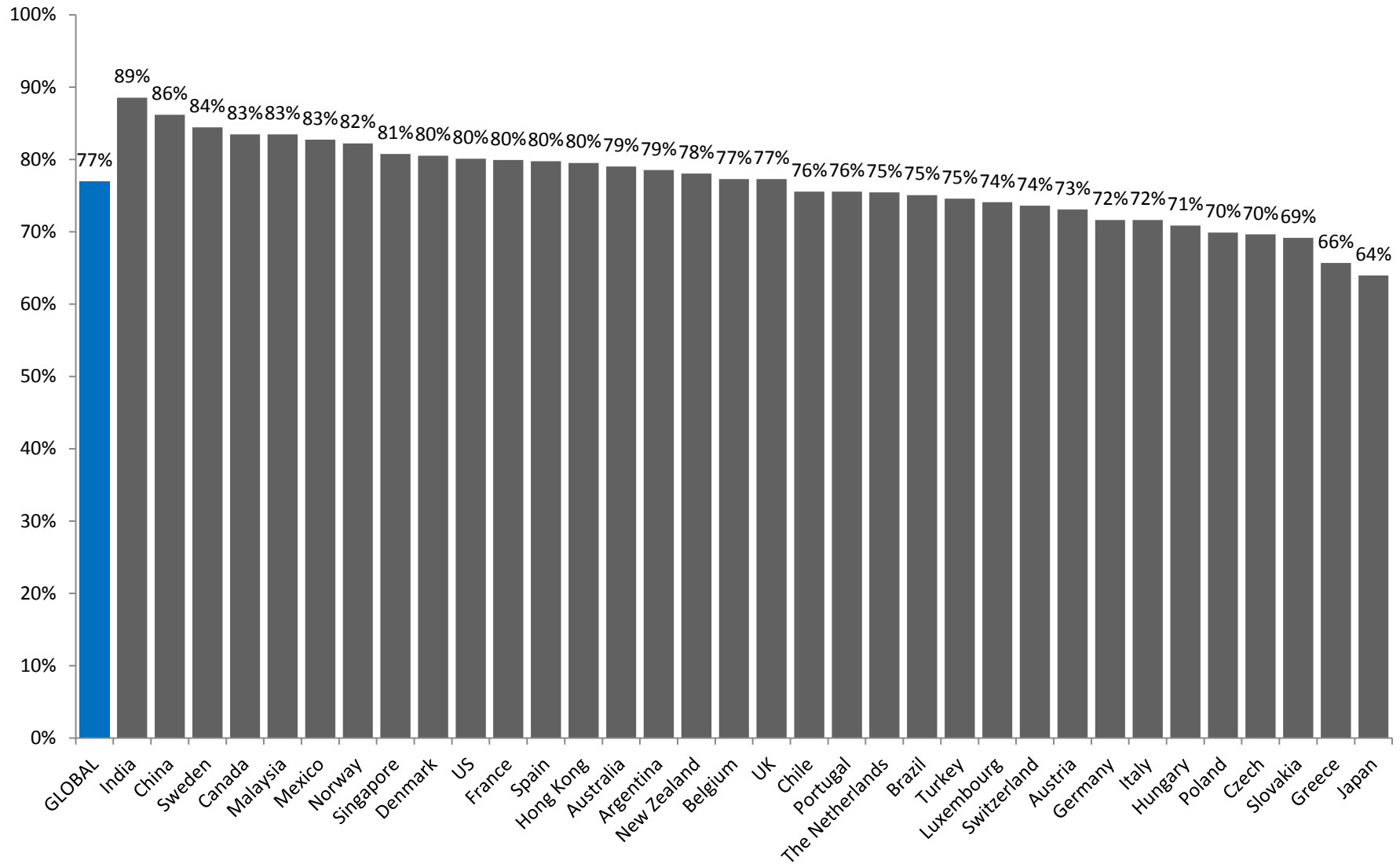
## diversity in the workplace

incl. quarterly mobility, job change and job satisfaction

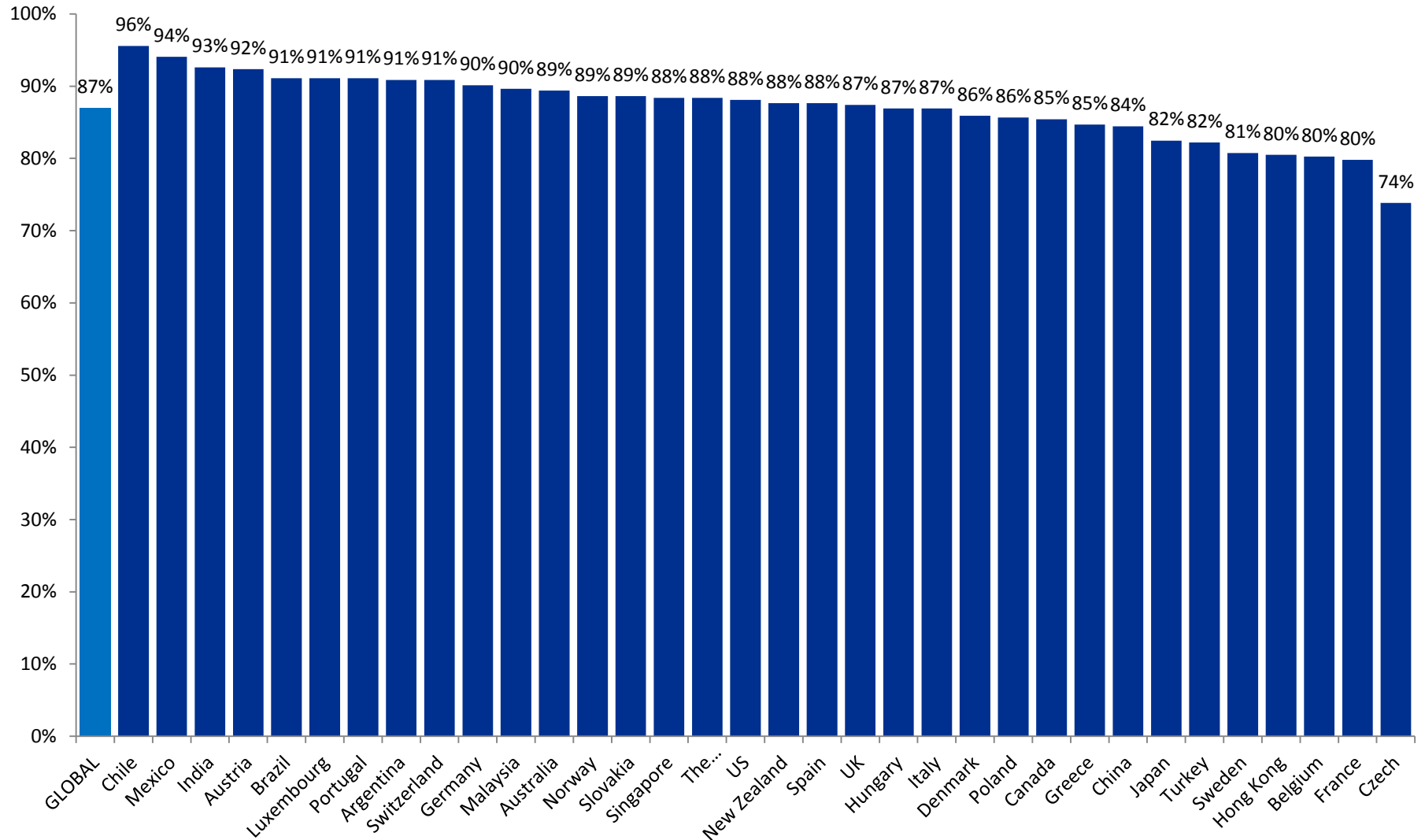
Group Communications  
Randstad Holding nv  
September 2015



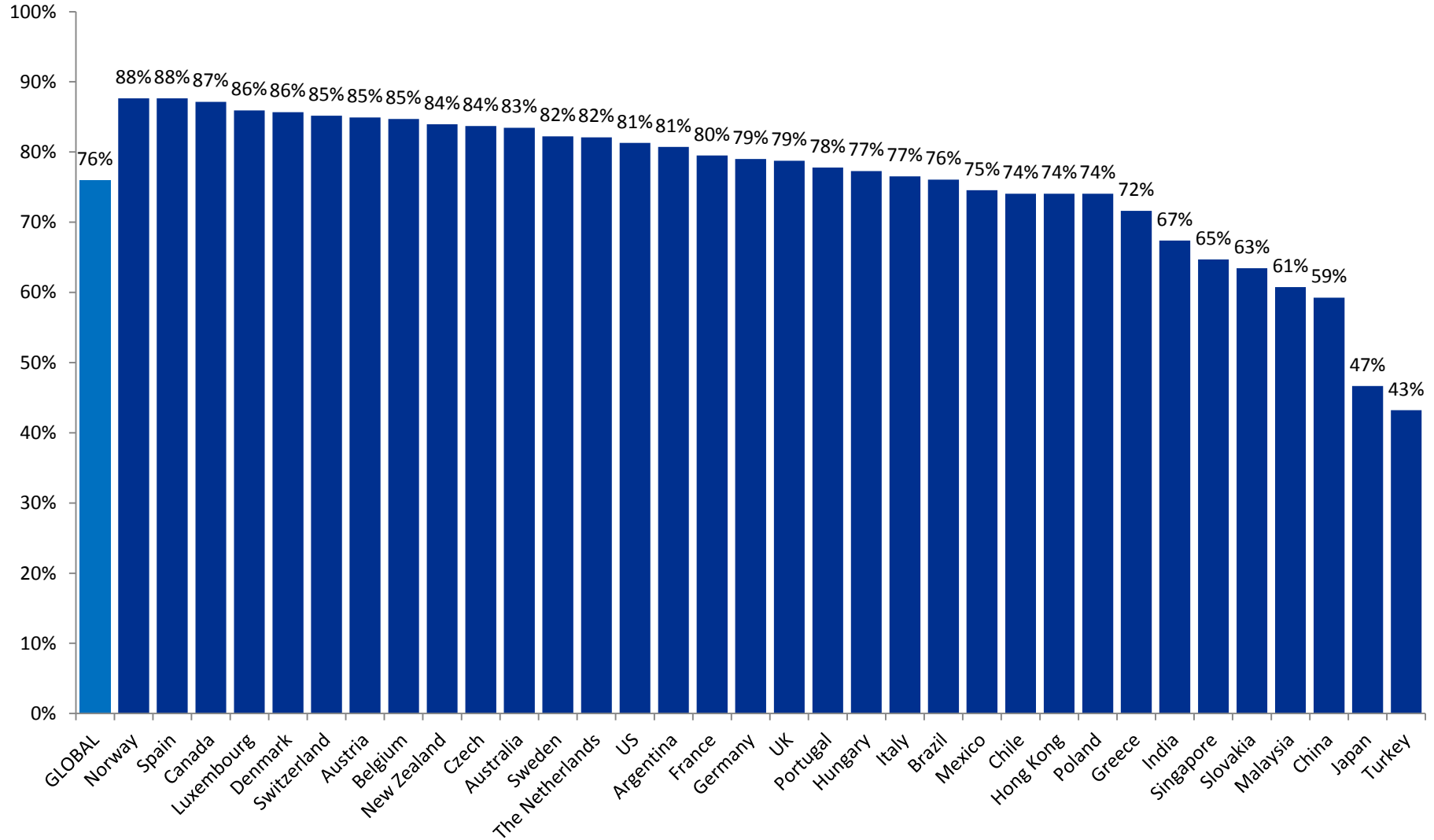
# we have an open and inclusive company culture says 77%



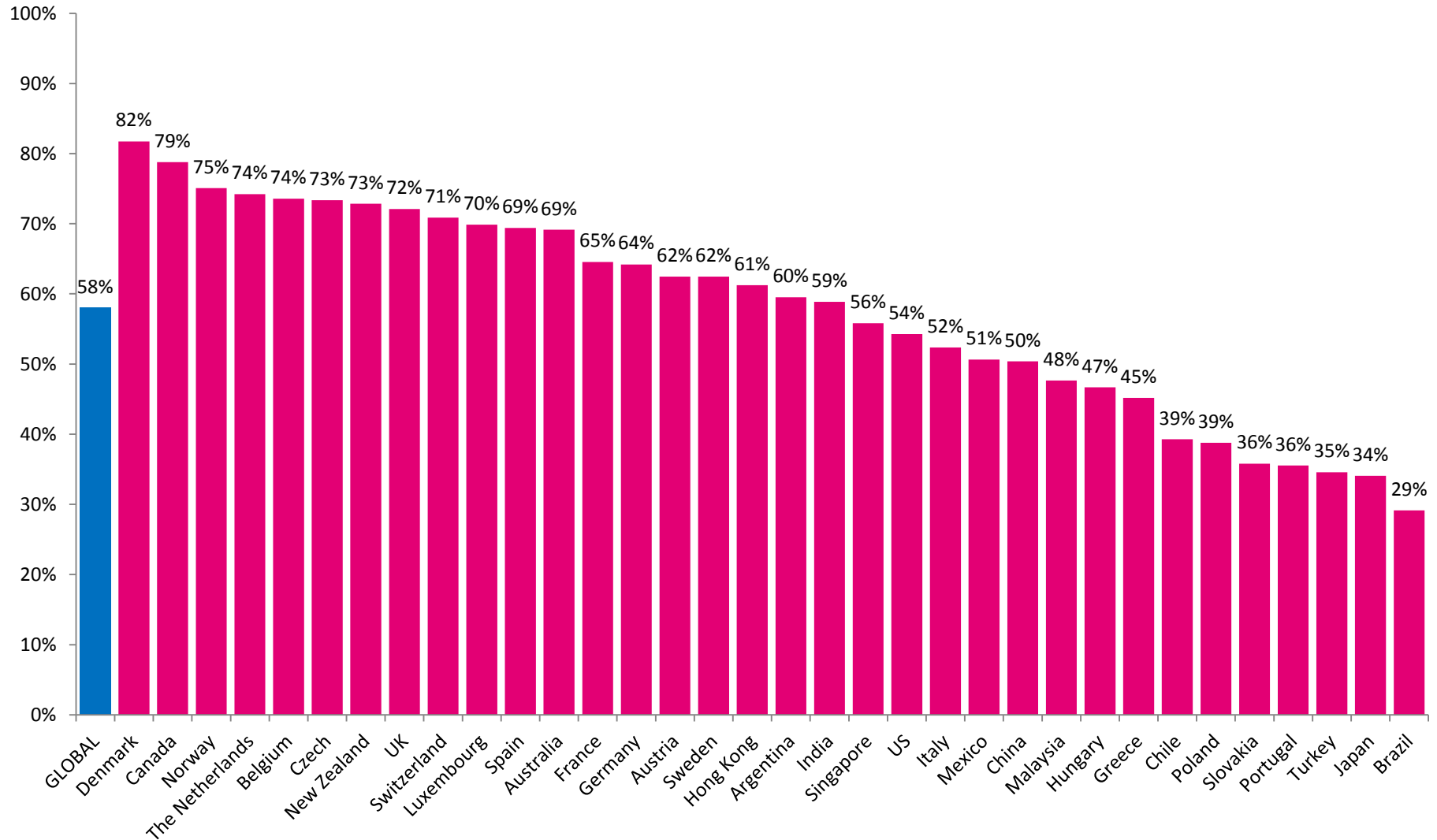
# 87% values diversity in the workplace



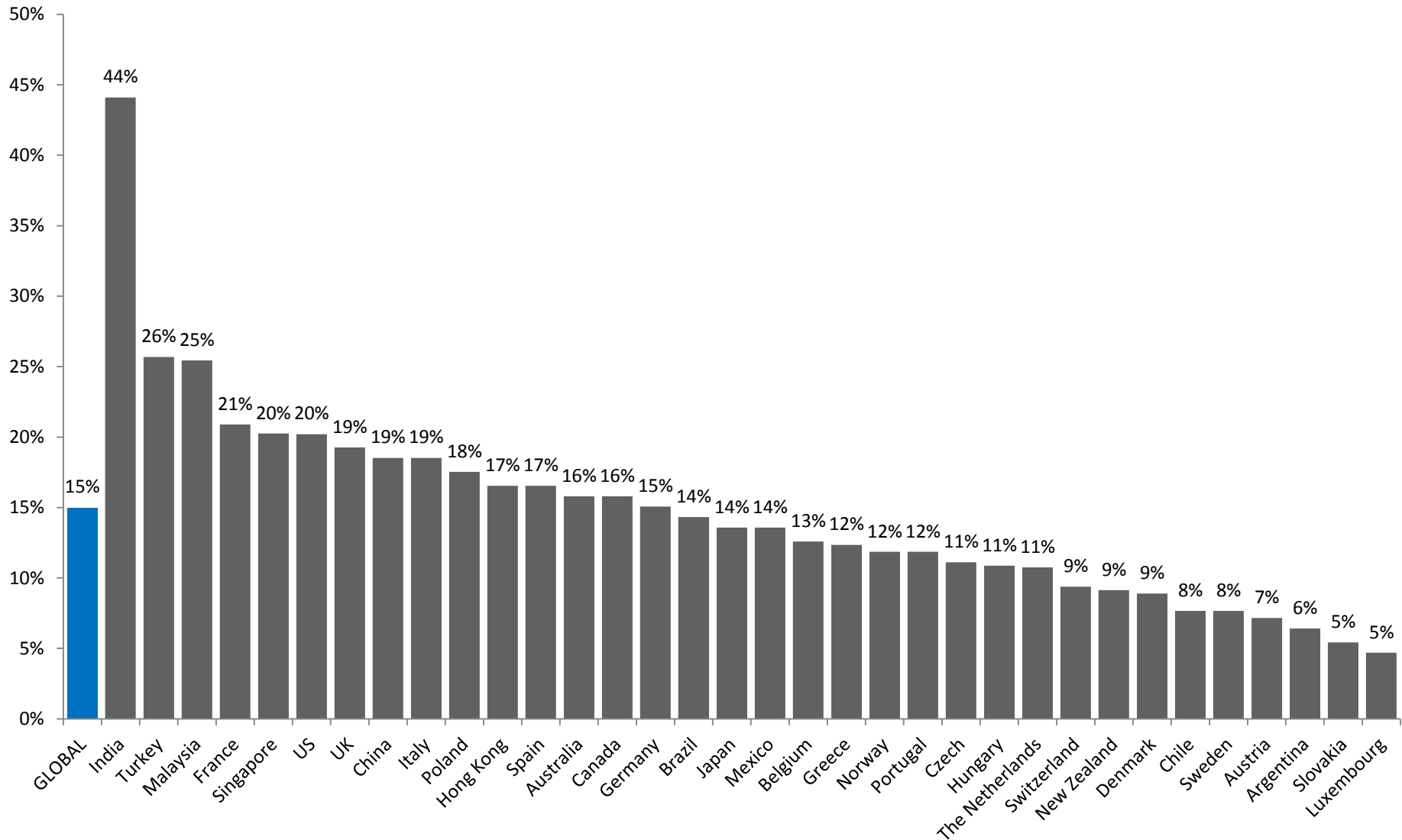
# sexual orientation is not an issue, says 76%



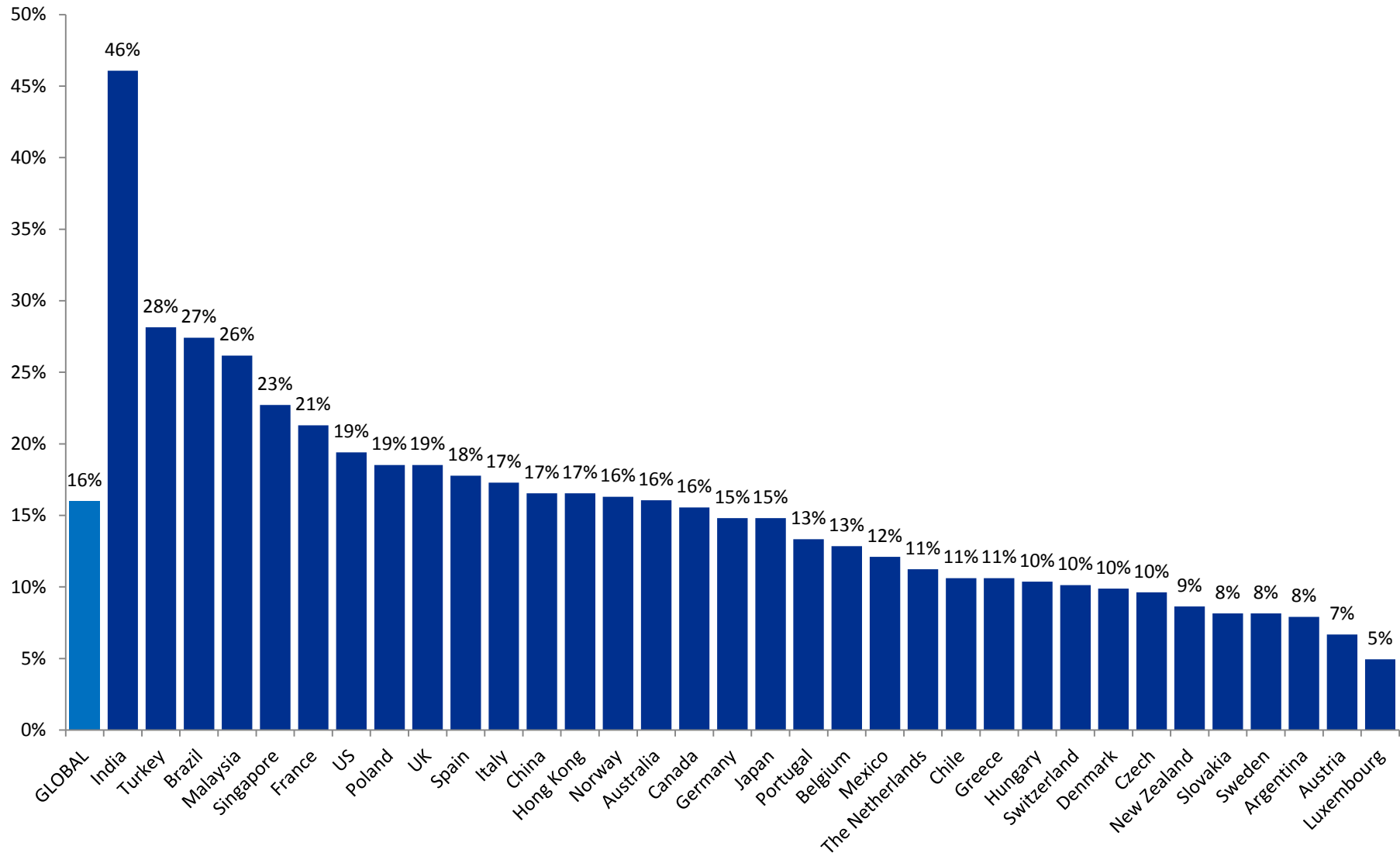
# 58% believes someone's sexual orientation is not an issue in their country



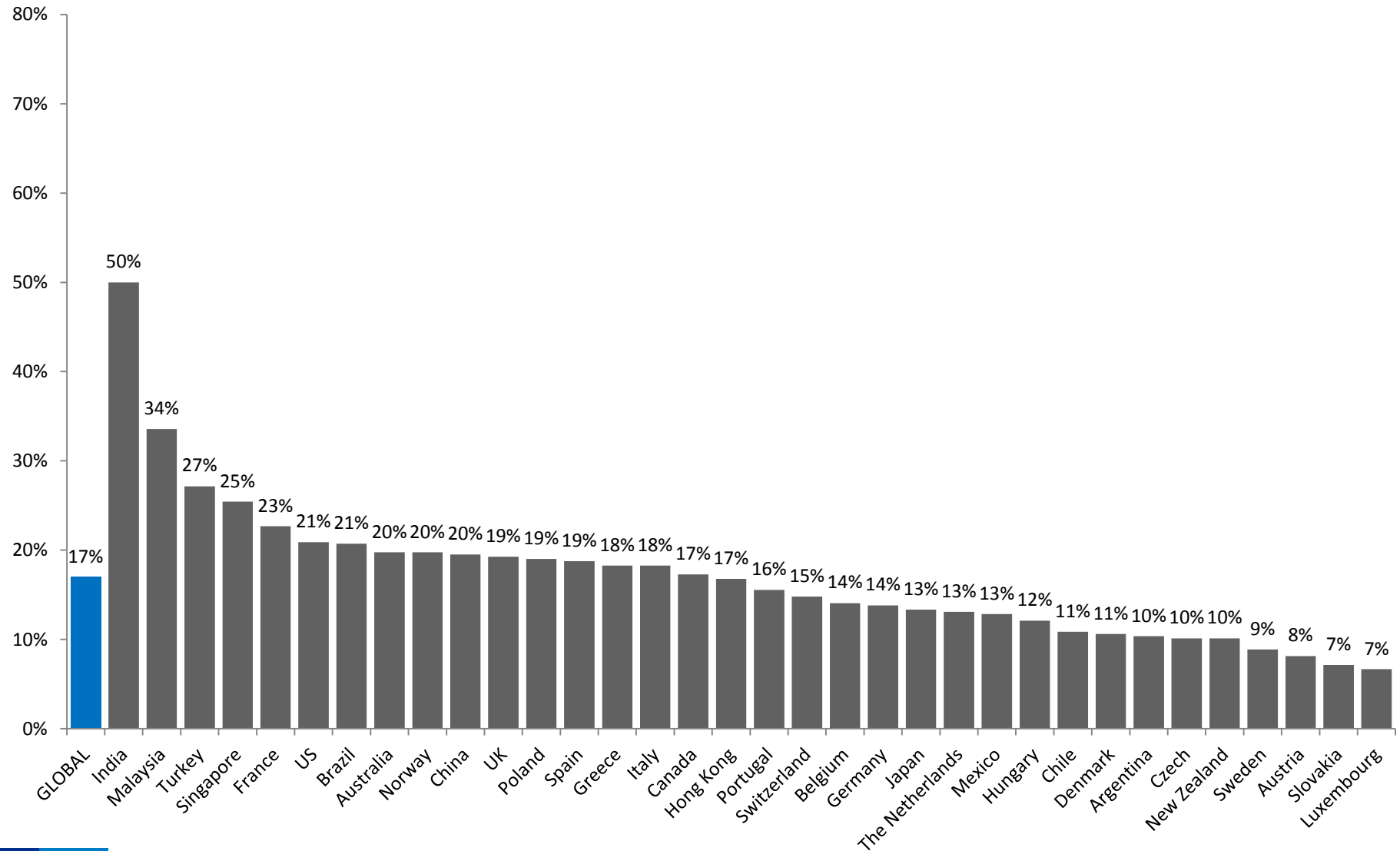
# 15% has been subject to sexual orientation discrimination at work



# 16% has been subject to religious discrimination at work

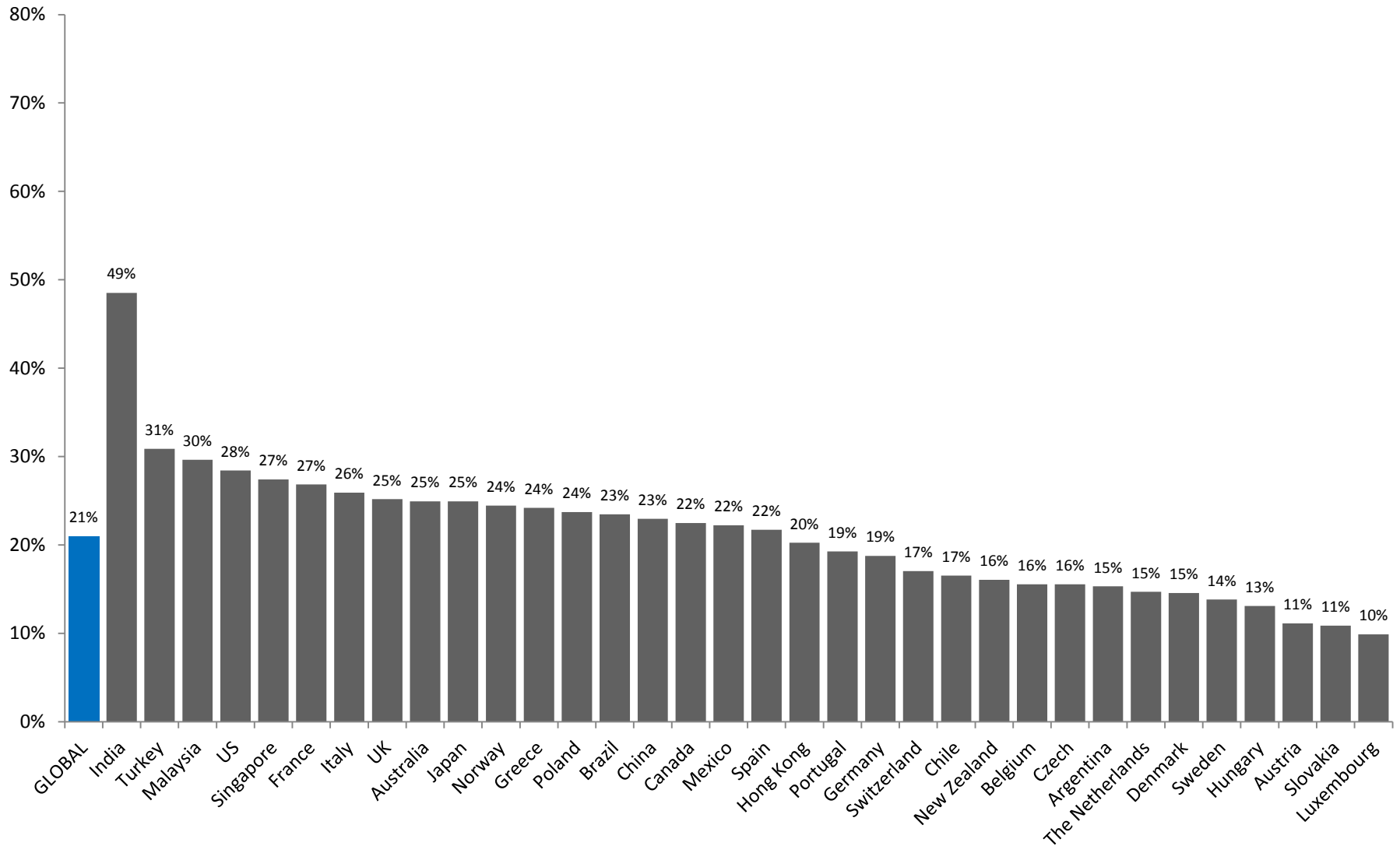


# 17% has been subject to racial discrimination at work

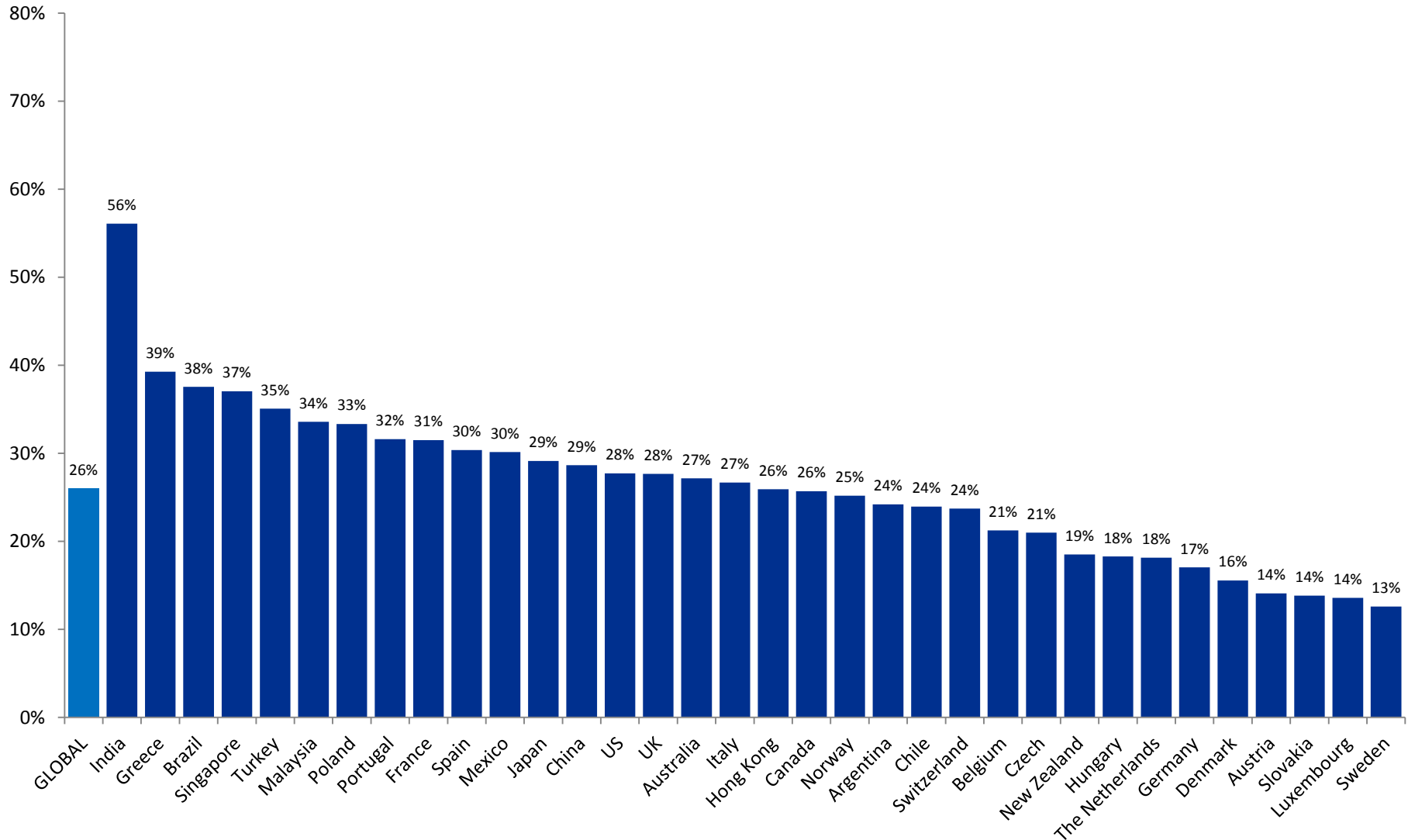




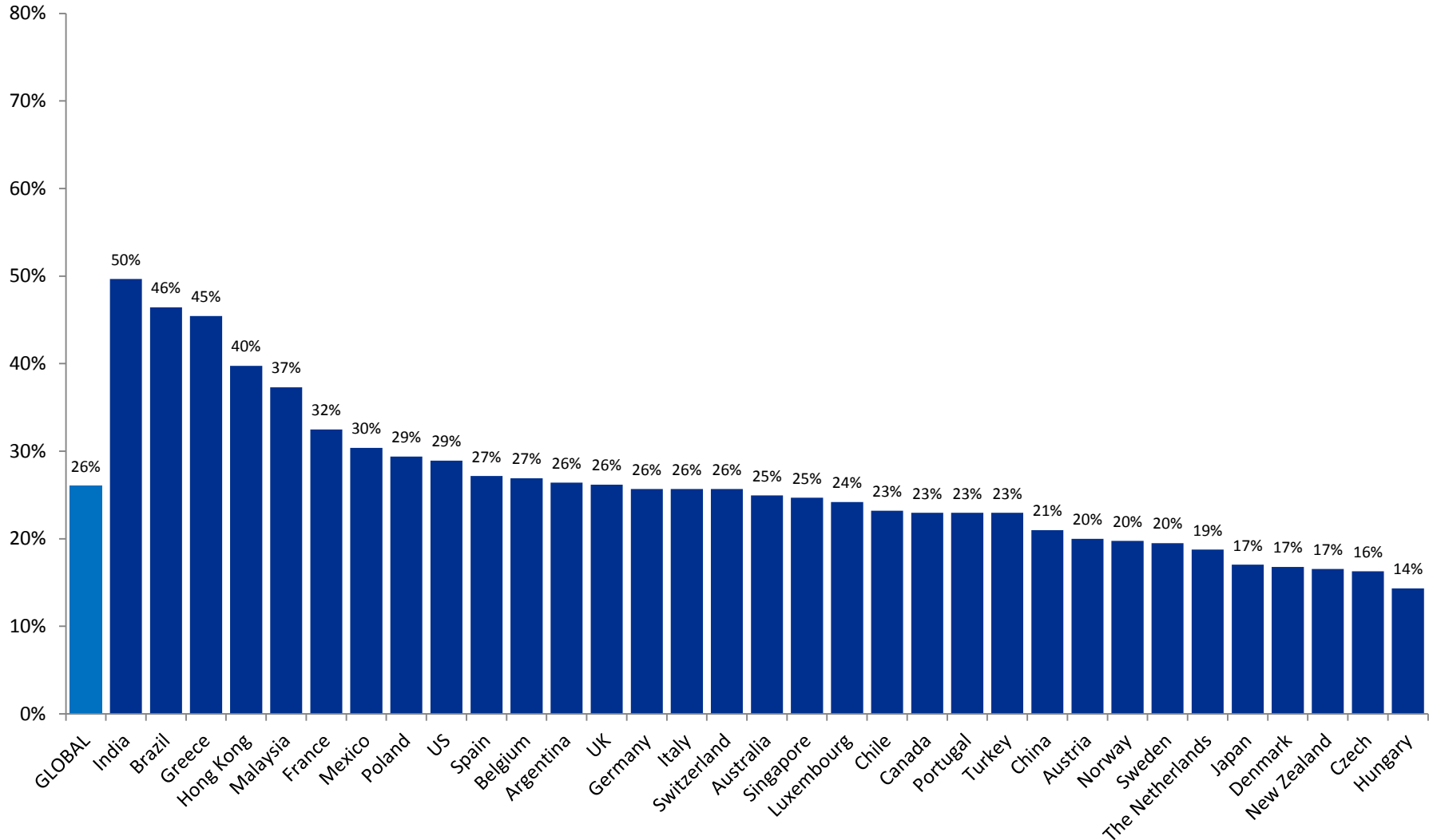
# 21% has been subject to gender discrimination at work



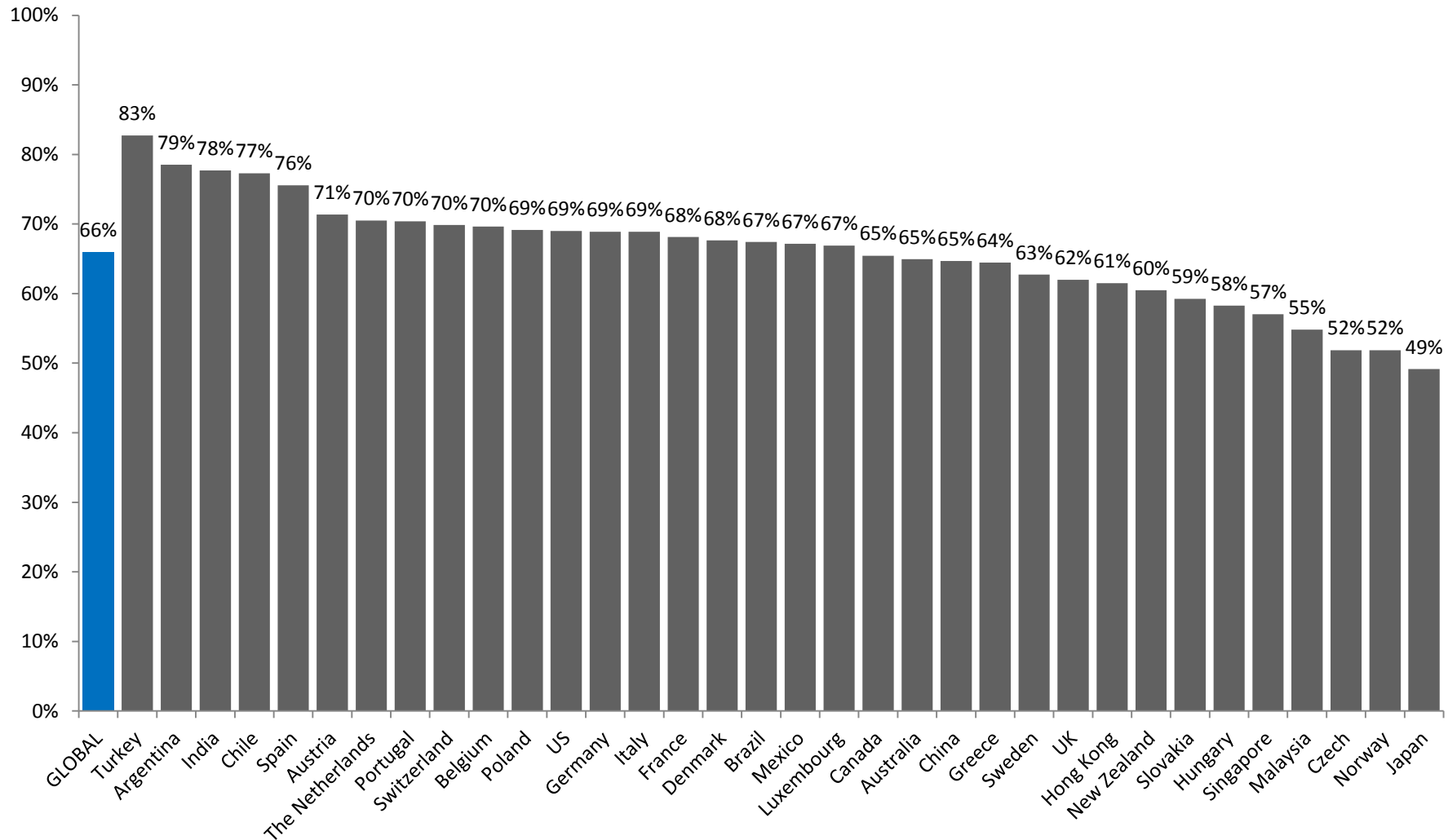
# 26% has been subject to age discrimination at work



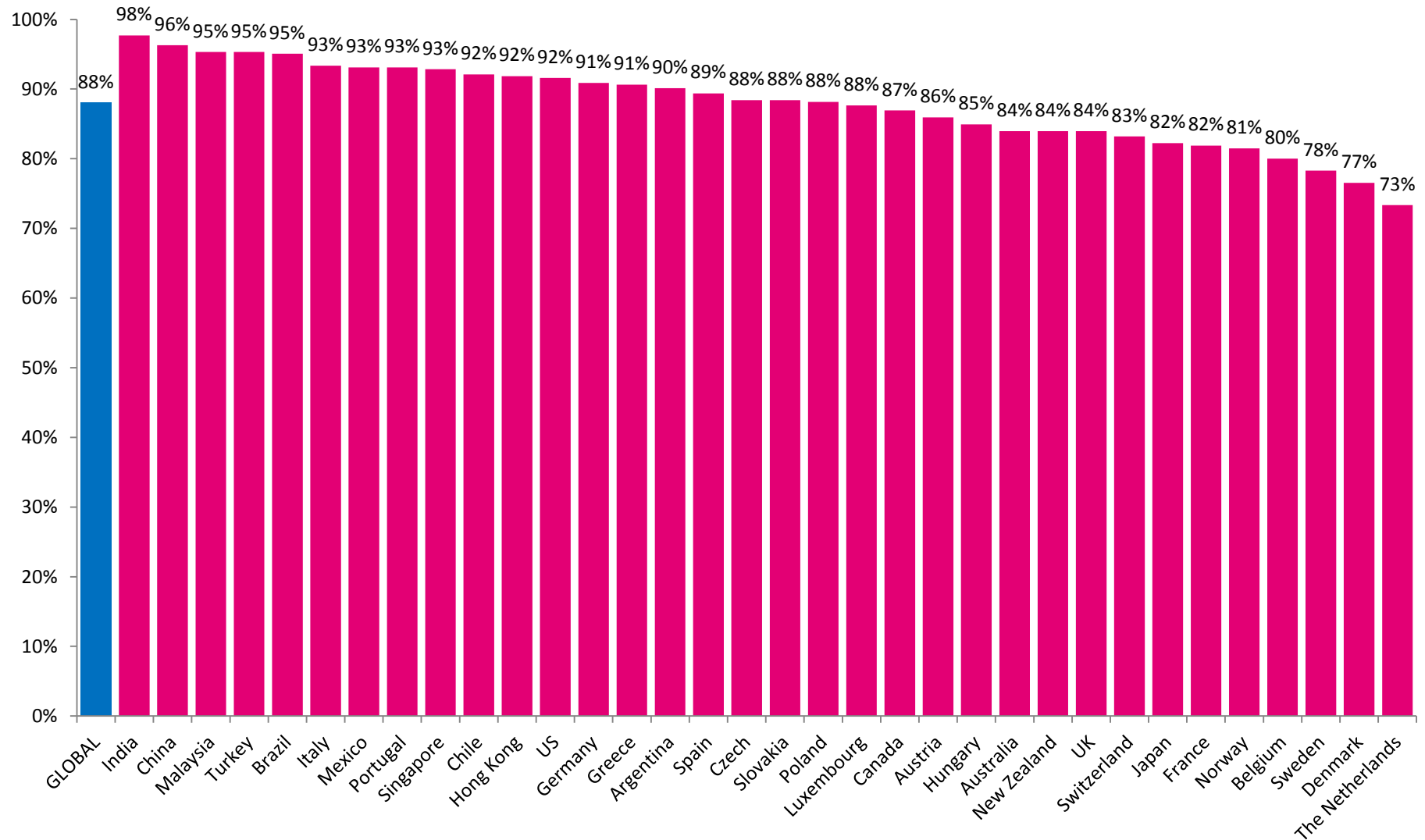
# 26% say that they have 1 (or more) transgender colleague(s)



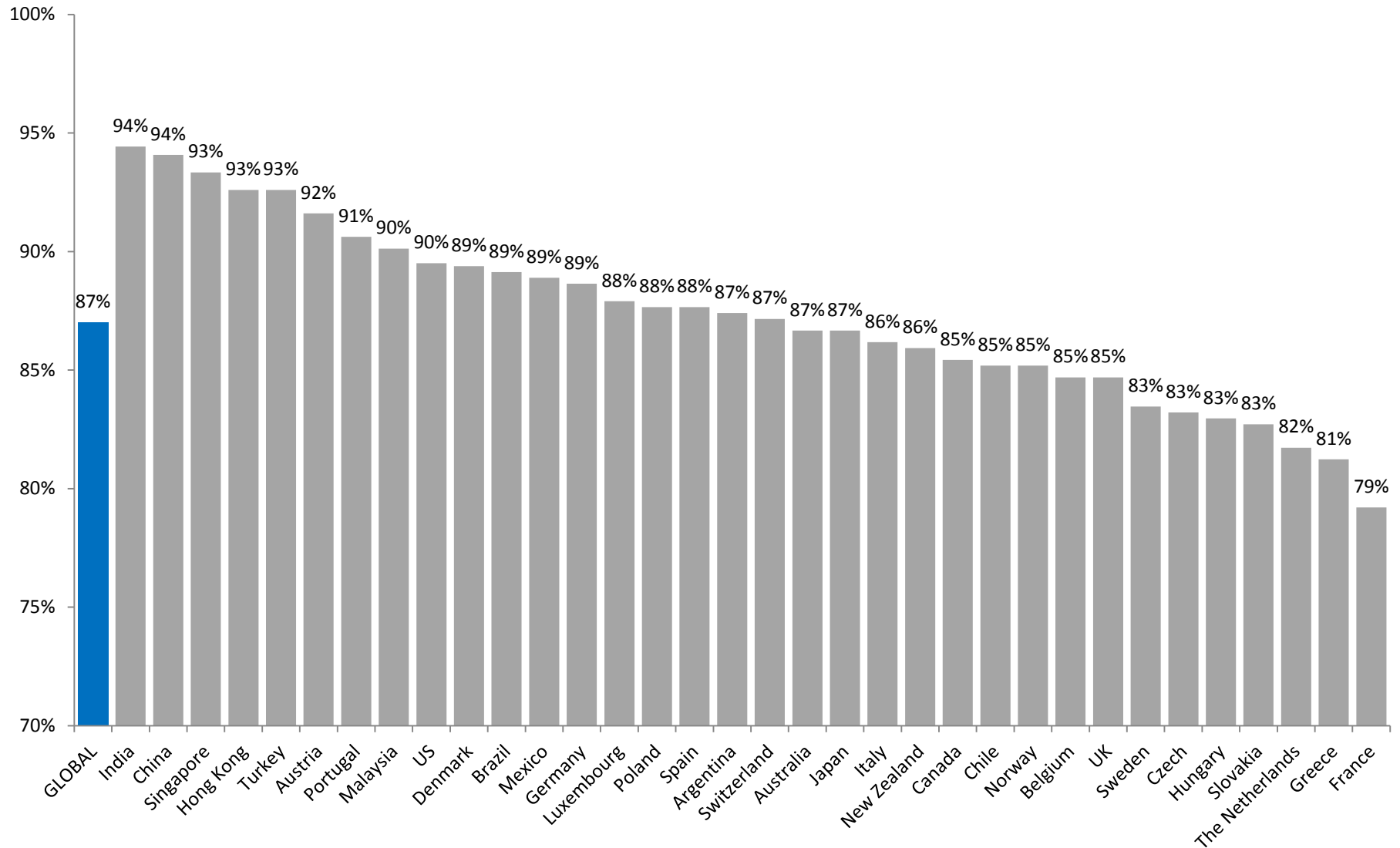
# 66% believes finding a job is harder for transgenders



# 88% points out that they specifically review the company's reputation when looking for a job

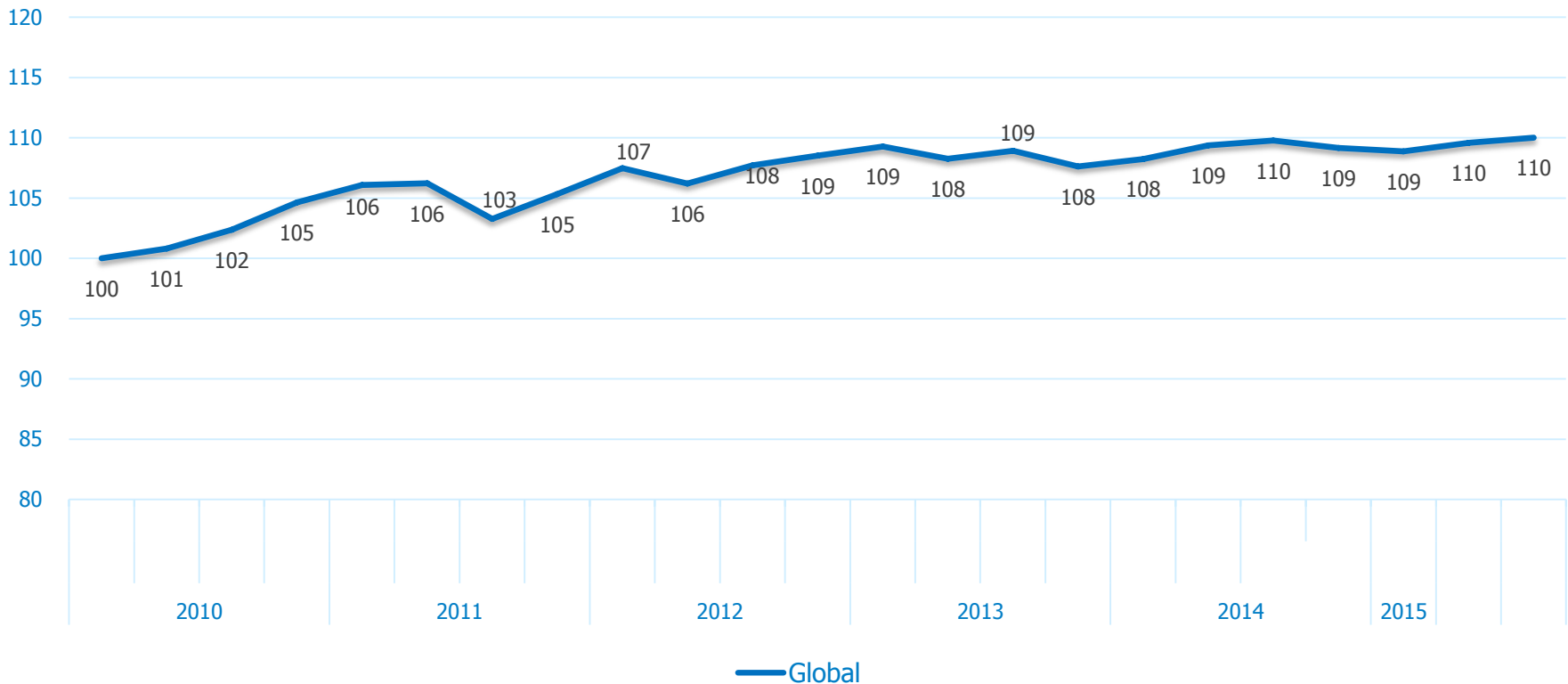


# 87% want to know if the company culture is a fit when looking for a job



# MOBILITY INDEX

# global Mobility Index flat at 110

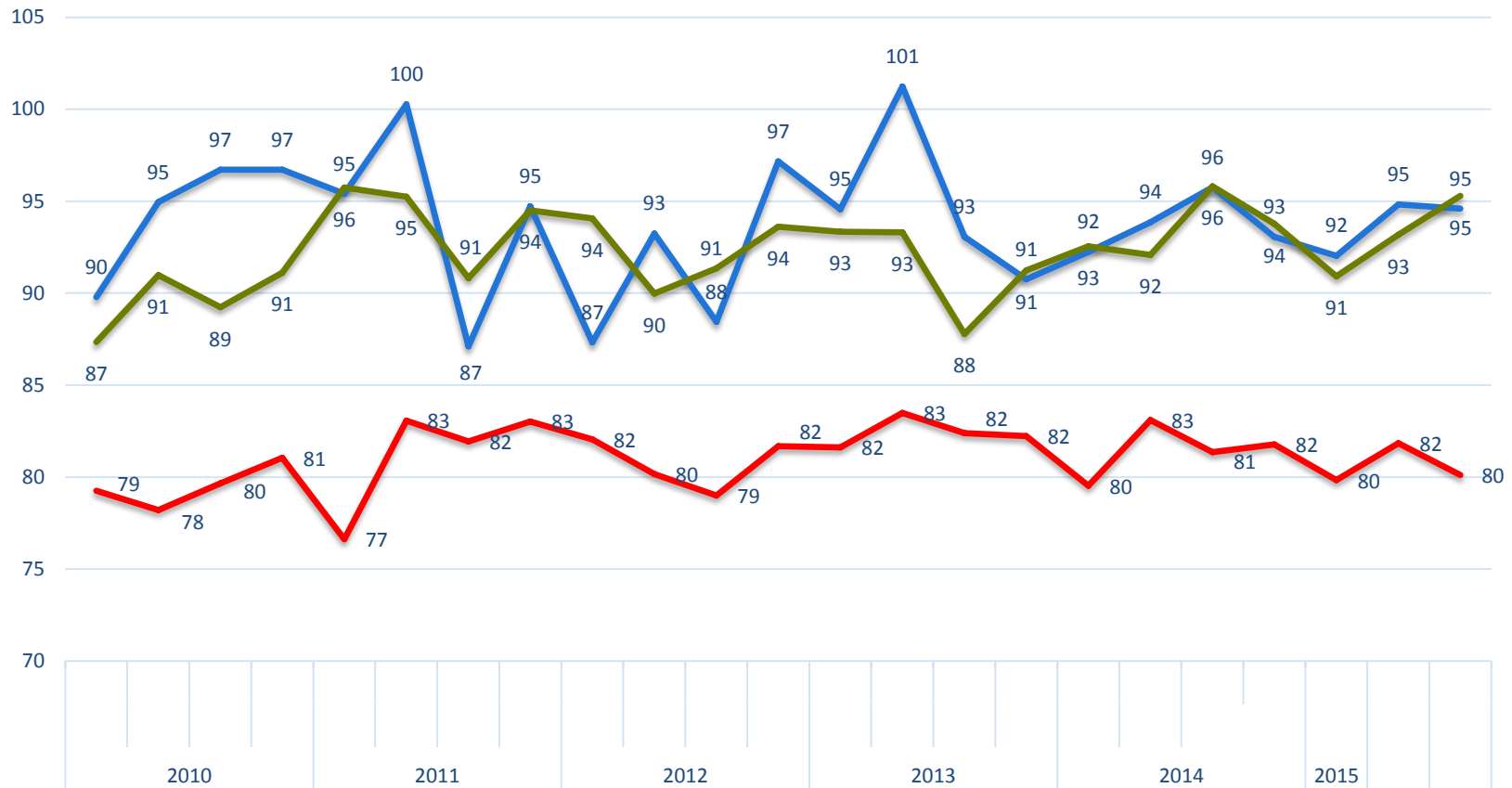


Question:

- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
- Do you think you will be doing *different work for a different employer* within the next 6 months?



# mobility NL +2; Belgium flat; Luxembourg -2

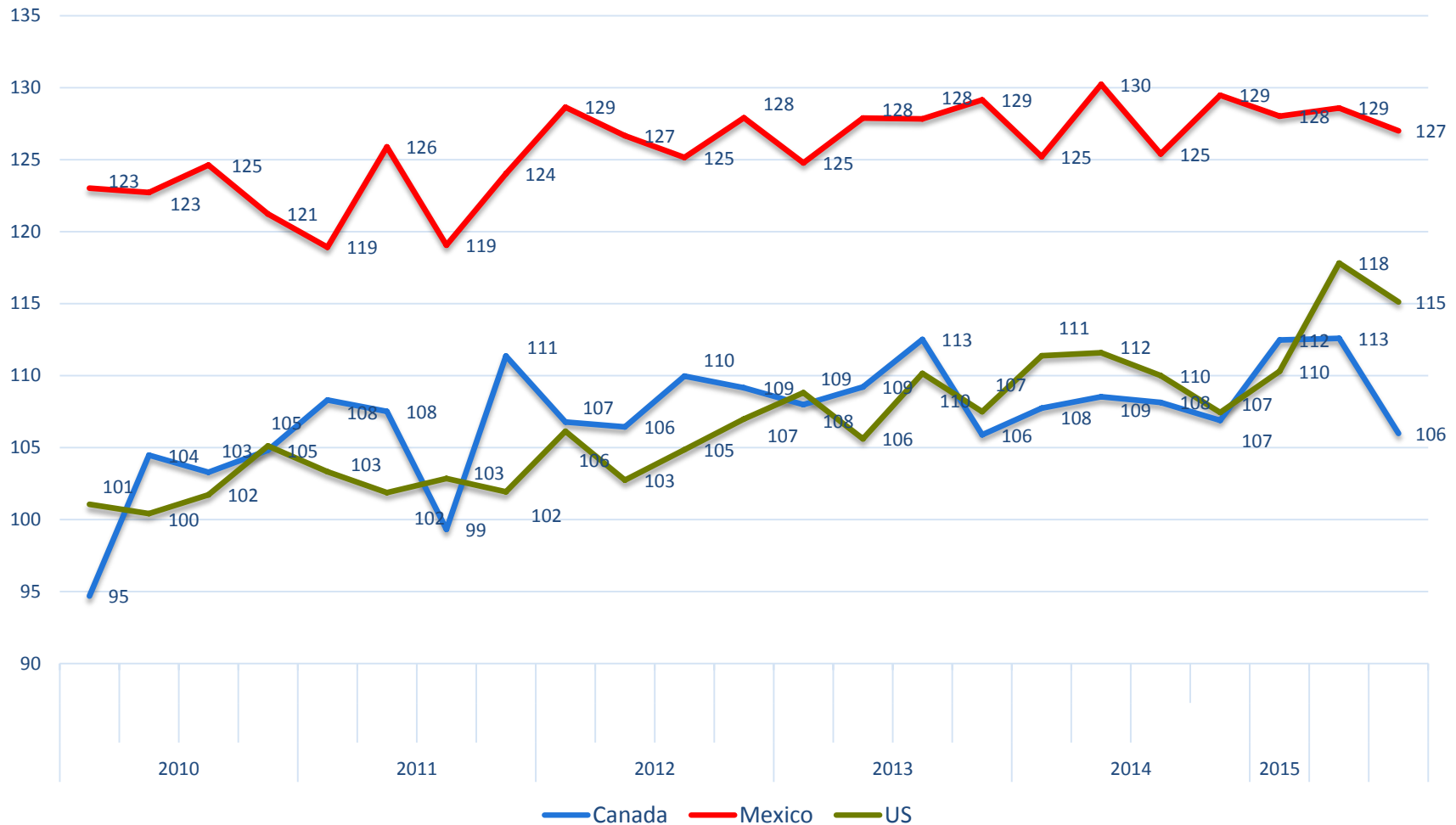


Question:

— Belgium — Luxembourg — The Netherlands

- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
- Do you think you will be doing *different work for a different employer* within the next 6 months?

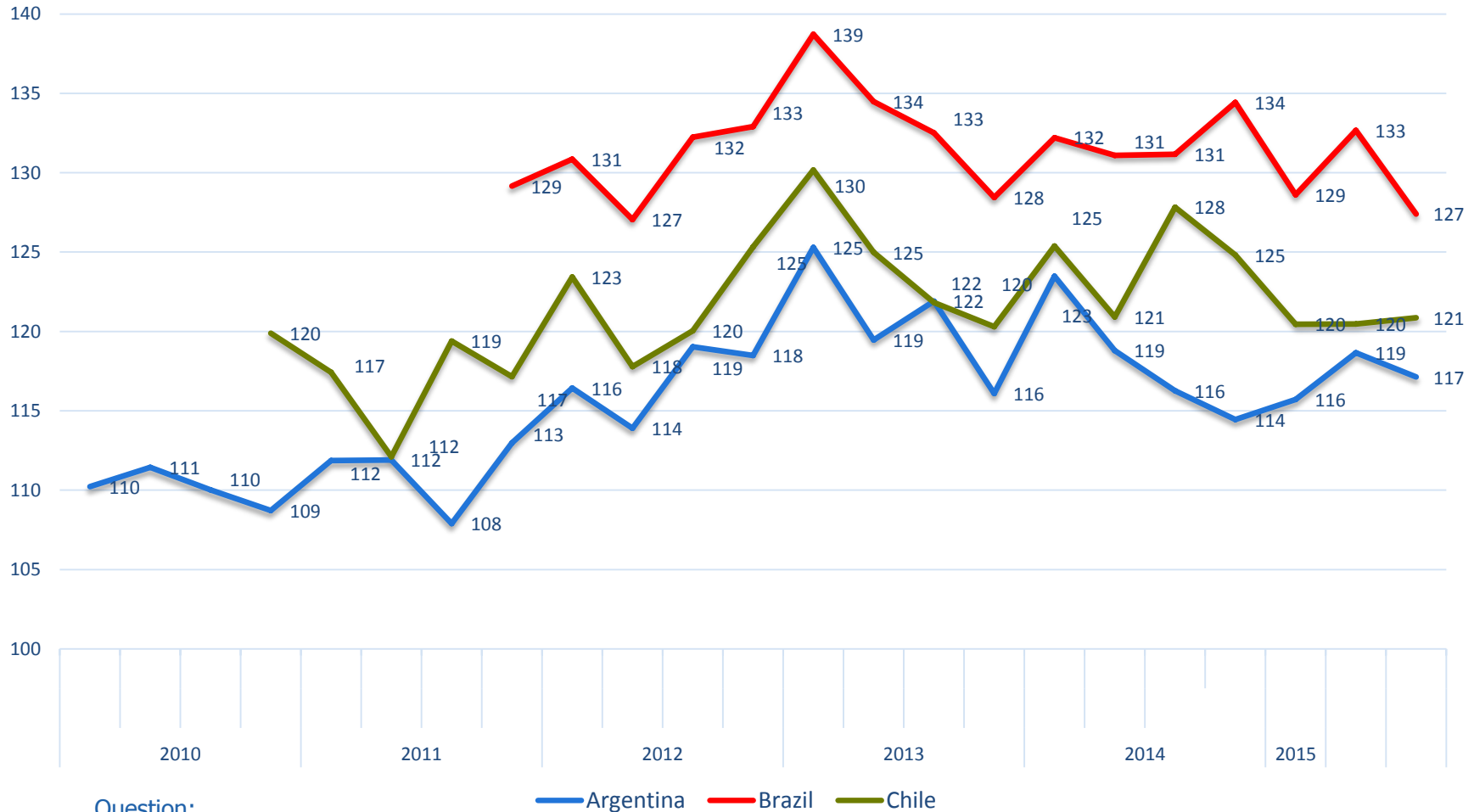
# mobility drops in US -3; Canada -3; Mexico -2



Question:

- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
- Do you think you will be doing *different work for a different employer* within the next 6 months?

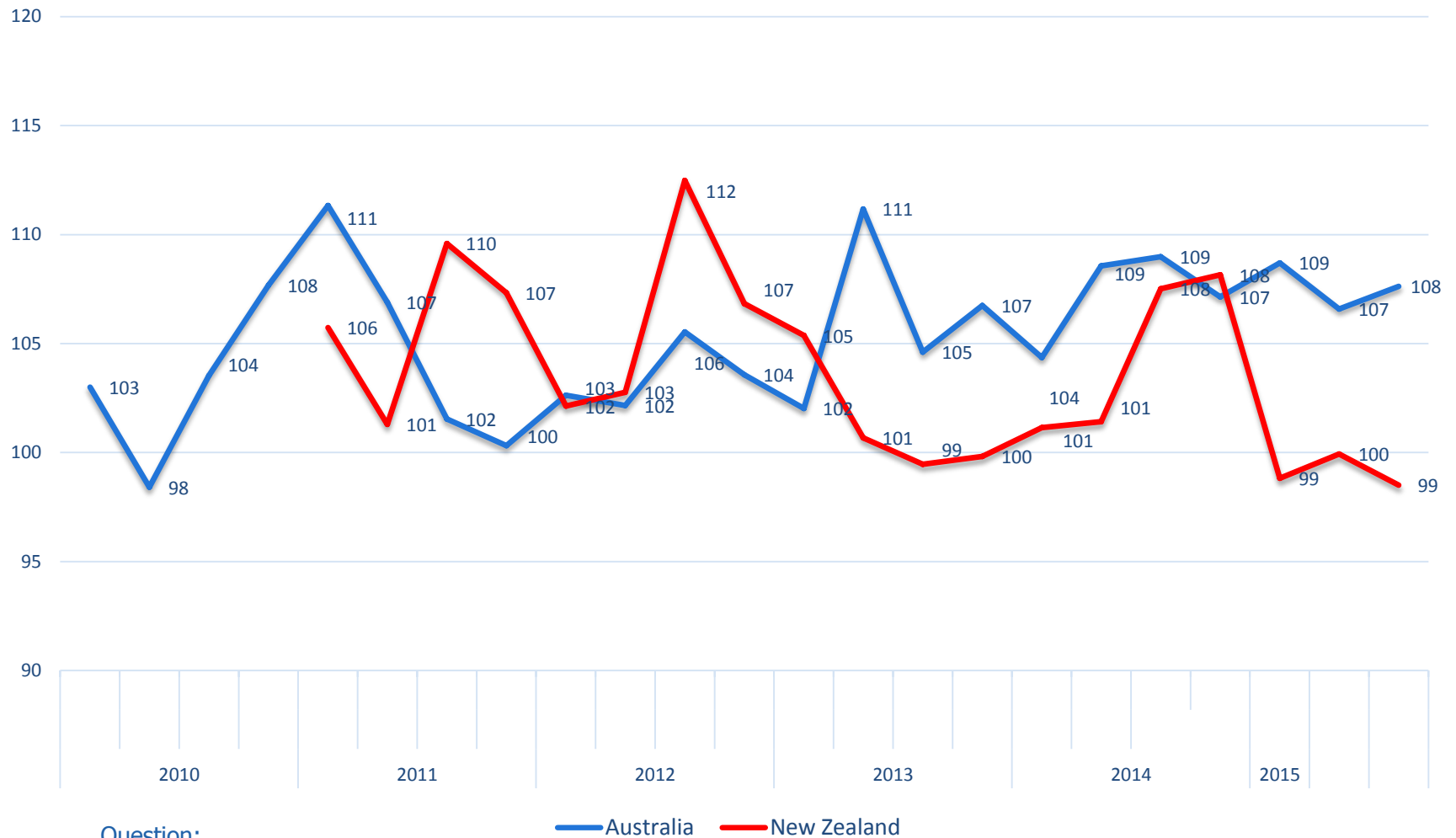
# mobility drops in Brazil (-6); Argentina (-2); Chile +1



Question:

- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
- Do you think you will be doing *different work for a different employer* within the next 6 months?

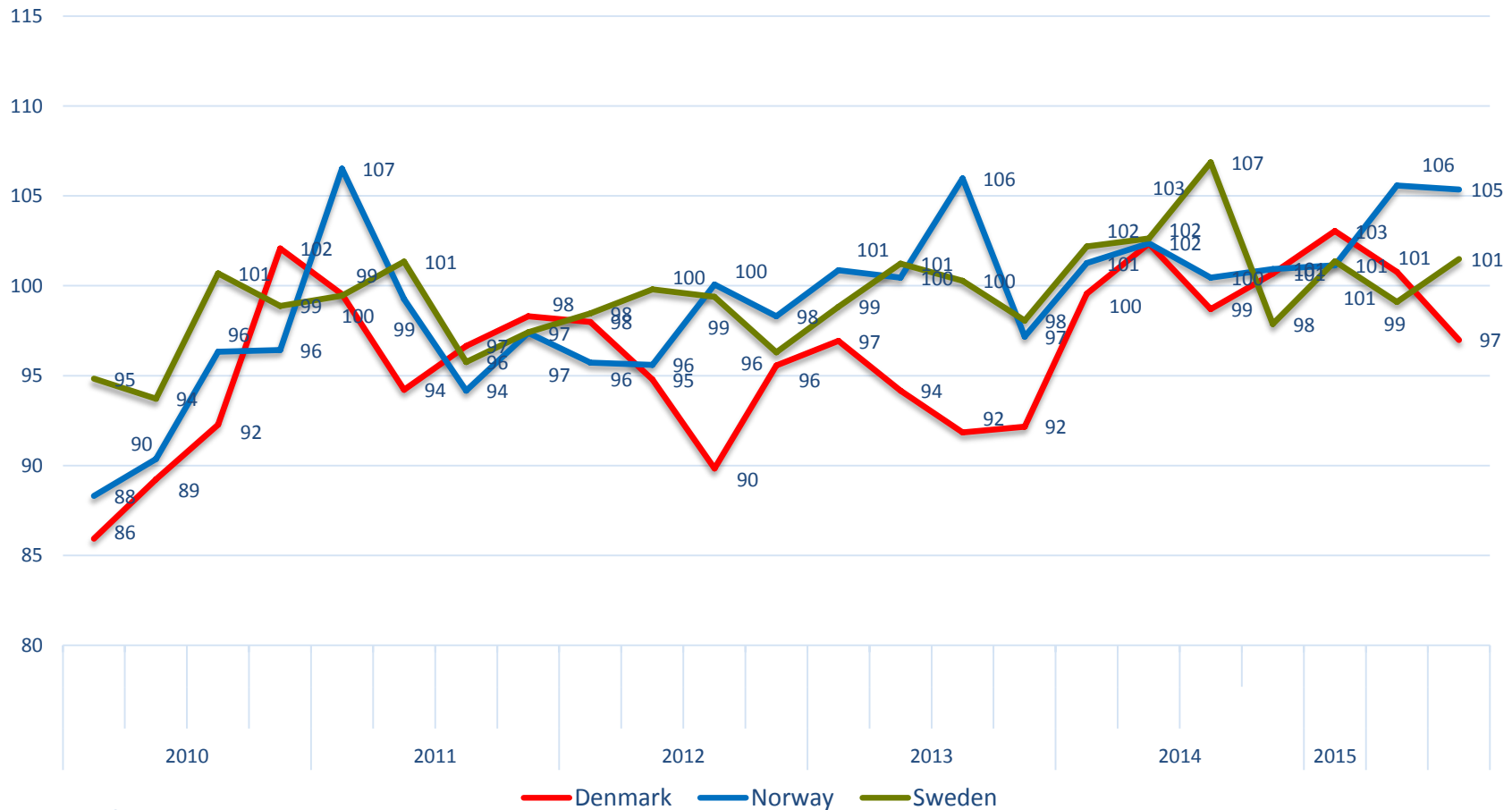
# mobility Australia +1; New Zealand -1



Question:

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- Do you think you will be doing *different work for a different employer* within the next 6 months?

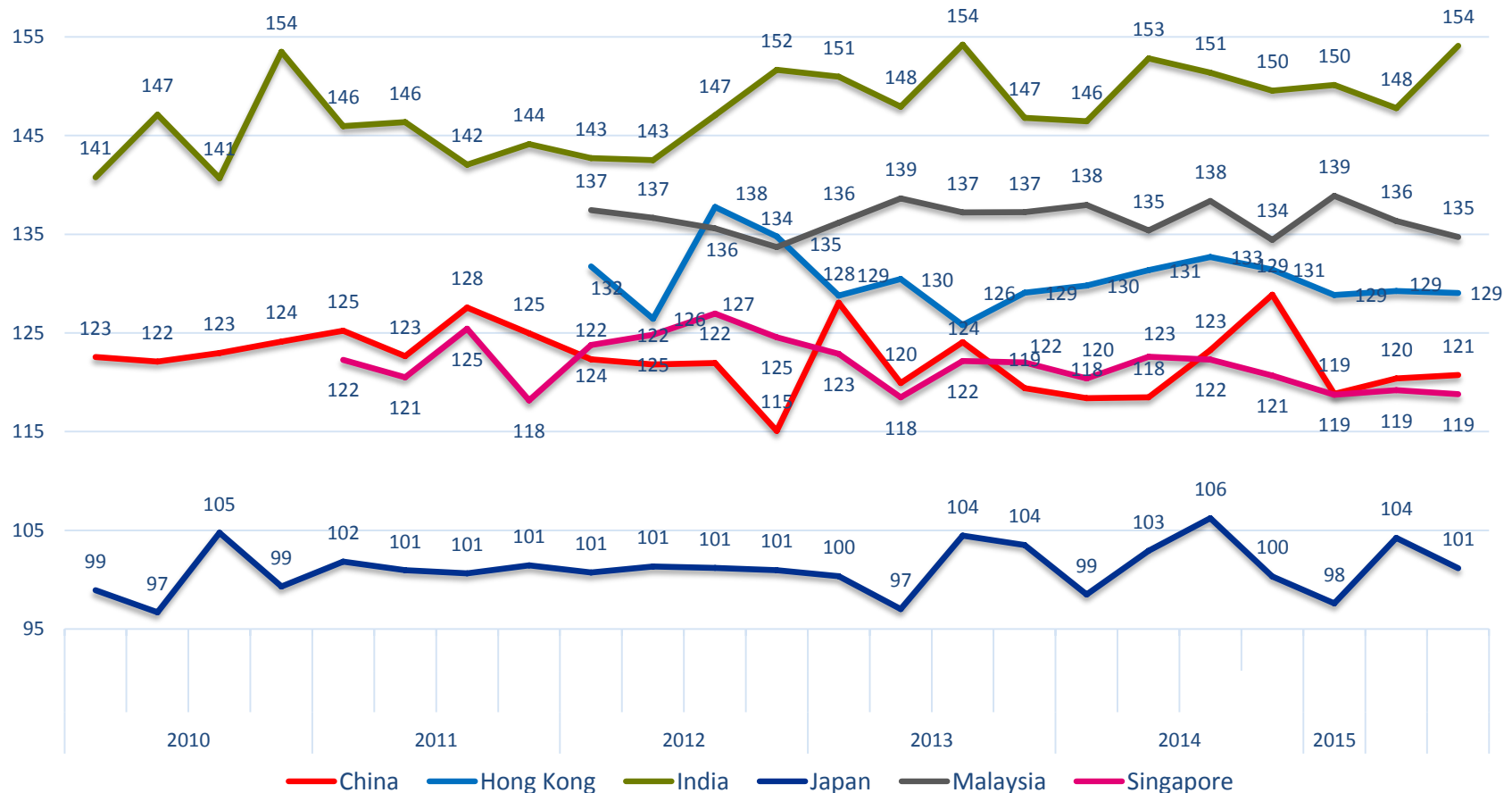
mobility went up in Sweden (+2); mobility down in Denmark (-3) and slightly decreased in Norway (-1)



Question:

- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
- Do you think you will be doing *different work for a different employer* within the next 6 months?

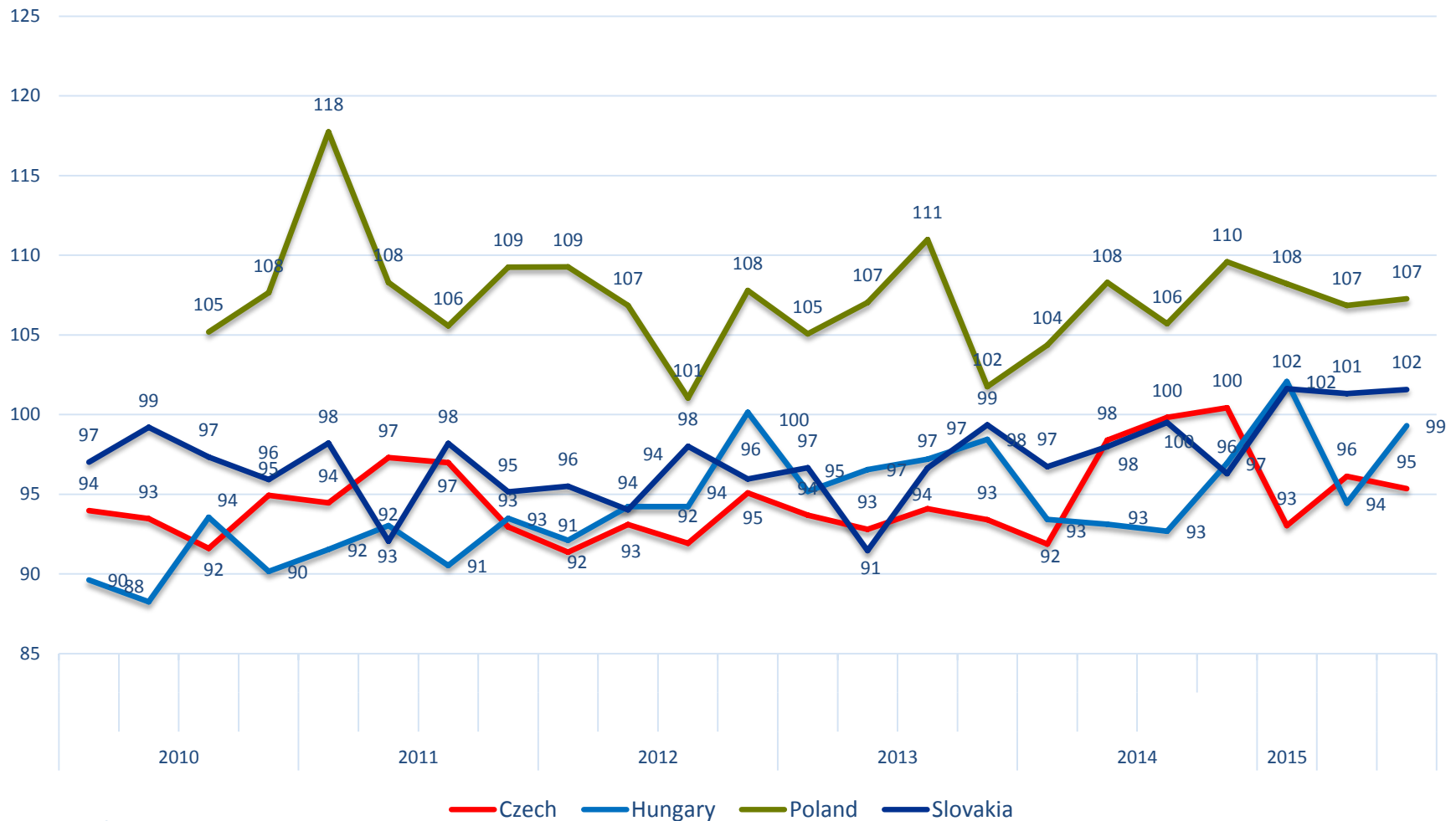
# mobility India +6; China +1; Japan -3; Malaysia -1; Hong Kong & Singapore flat



Question:

- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
- Do you think you will be doing *different work for a different employer* within the next 6 months?

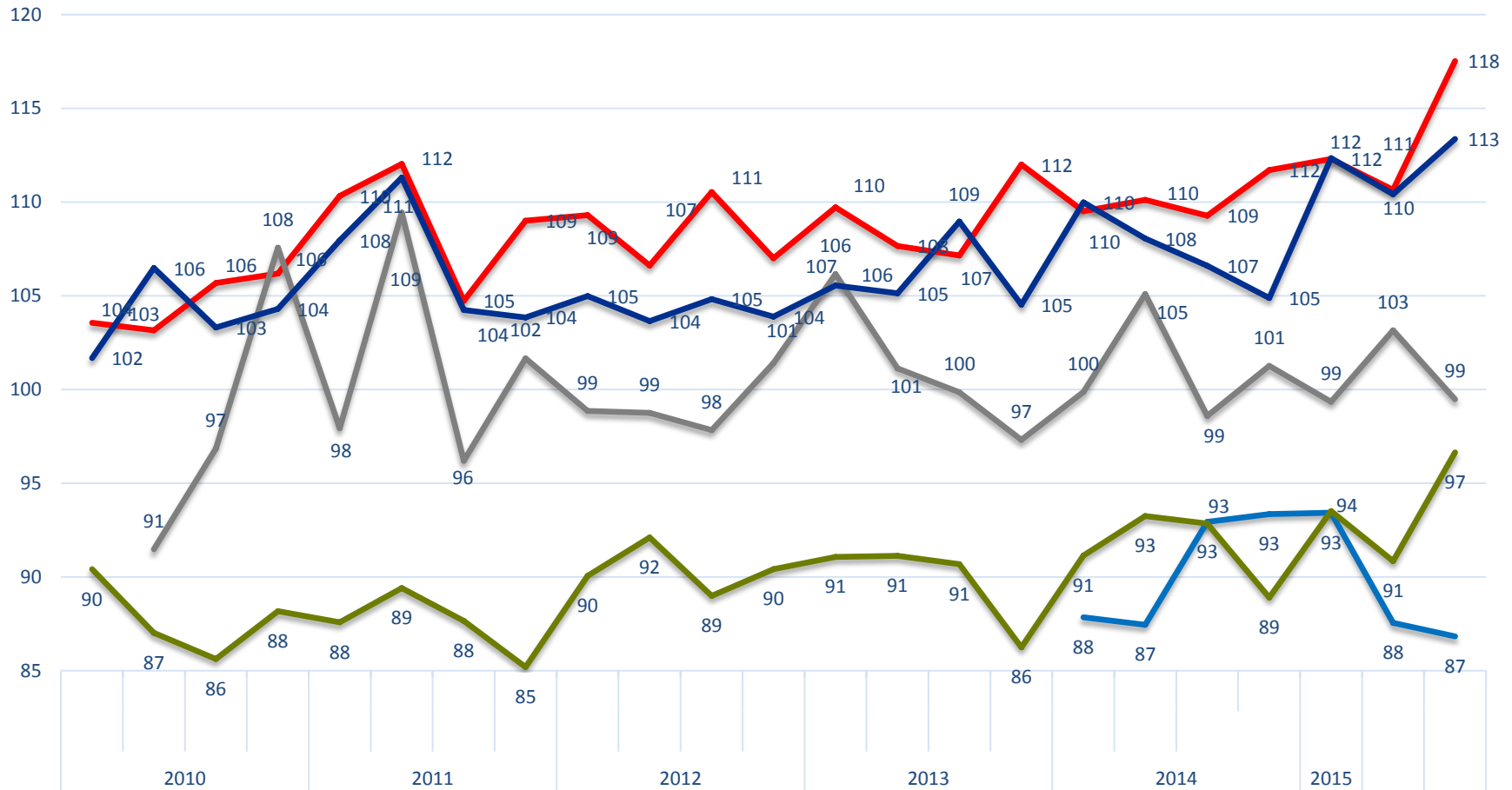
# mobility up in Hungary (+5) & Slovakia (+1); Czech Republic -1; Poland flat



Question:

- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
- Do you think you will be doing *different work for a different employer* within the next 6 months?

mobility up France (+7), Germany (+6), UK (+3);  
down in Switzerland (-4) & Austria (-1)



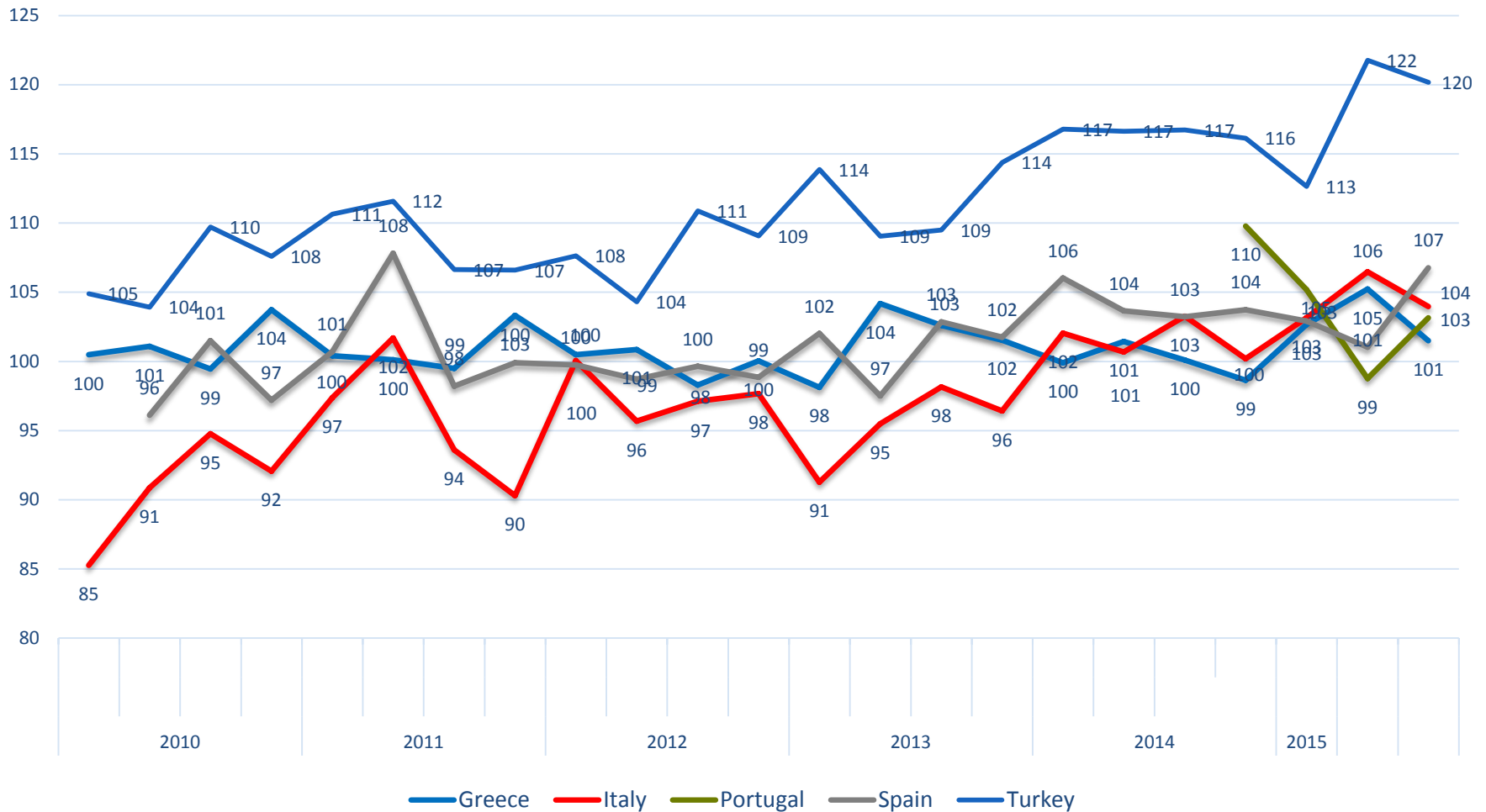
Question:

— Austria — France — Germany — Switzerland — UK

- Do you think you will be doing *the same or comparable work* for a different employer within the next 6 months?
- Do you think you will be doing *different work* for a different employer within the next 6 months?



# mobility up Spain (+6) & Portugal (+4); down in Greece (-4), Turkey & Italy (-2)

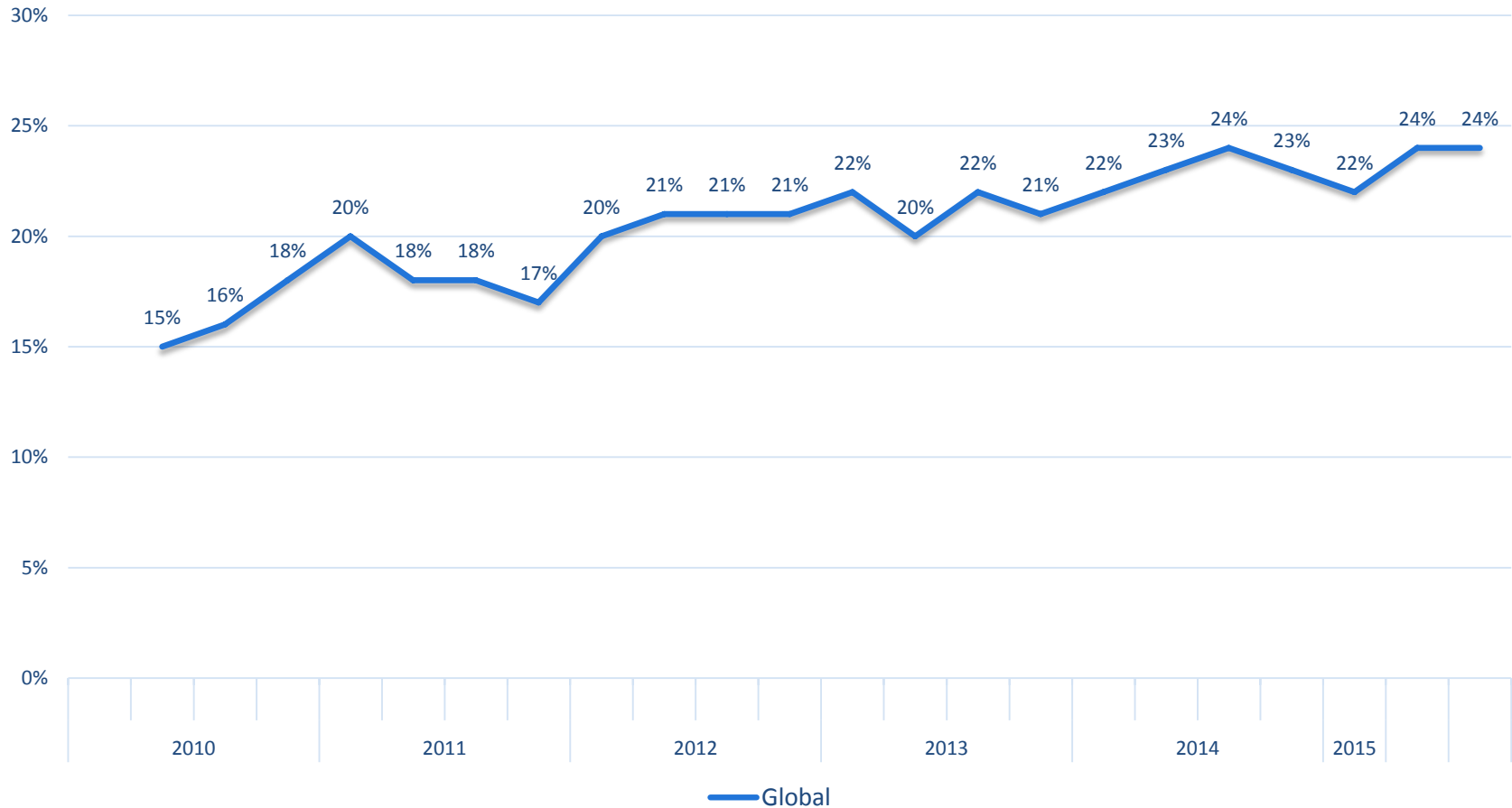


Question:

- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
- Do you think you will be doing *different work for a different employer* within the next 6 months?

# ACTUAL JOB CHANGE

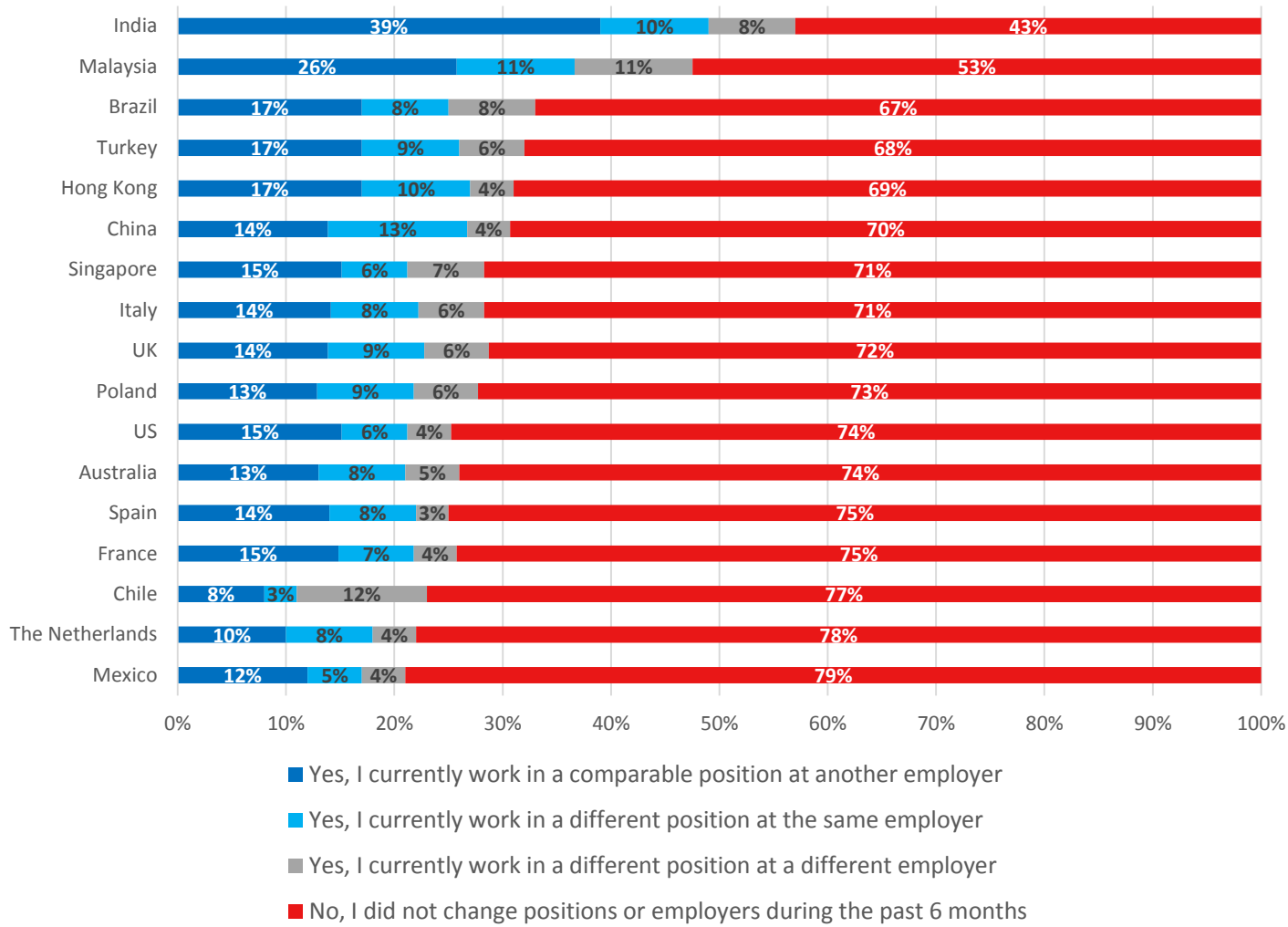
# actual job change flat at 24%



## Question:

Have you changed jobs during the past six months? *If you have started working in your first job during the past six months, this is not a change of employment/employer; please fill in "no"*

# actual job change highest in India and Malaysia

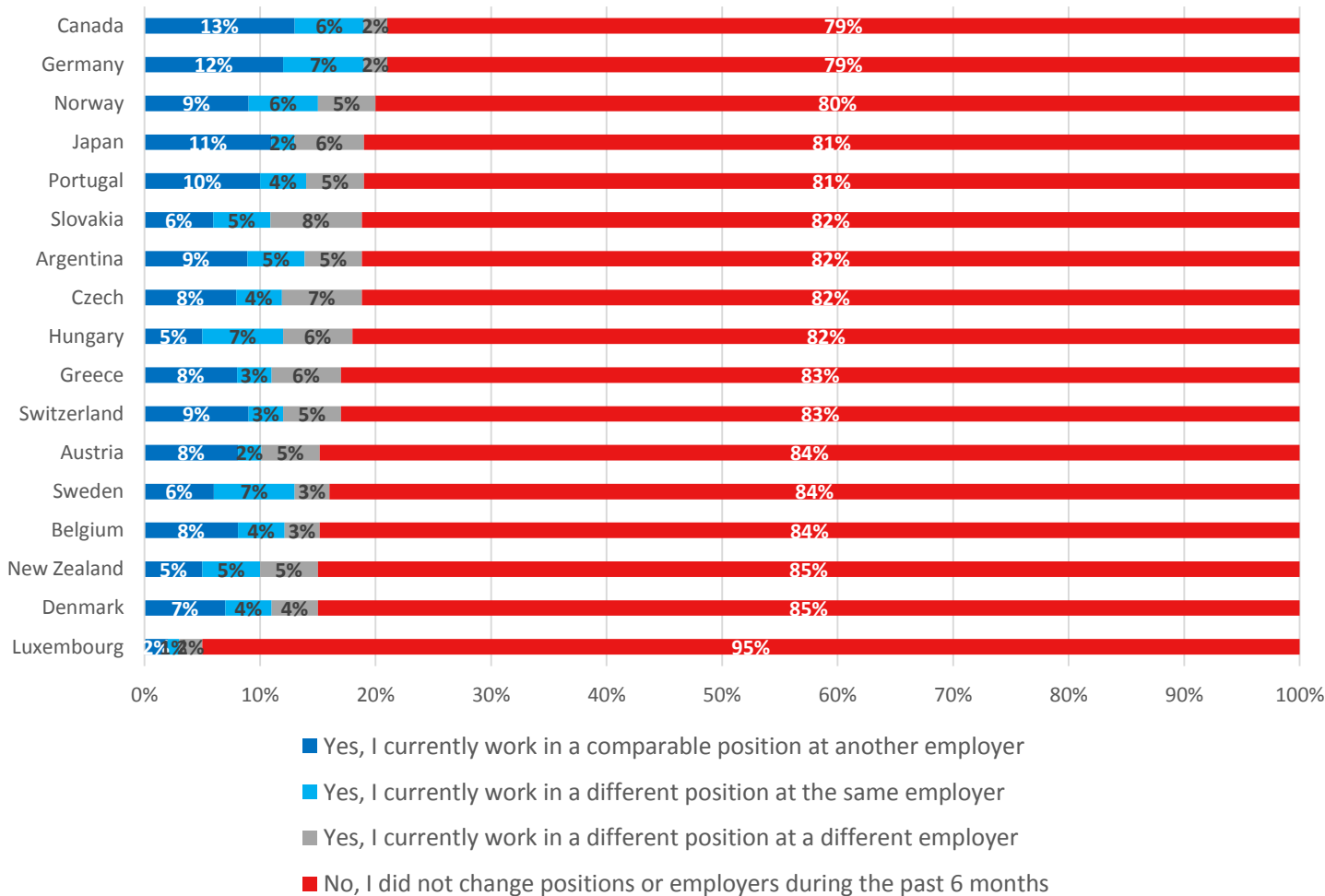


Job change jumped in Malaysia, Turkey and India. In Hungary, Portugal and Italy the job change also increased compared to last quarter.

In Sweden and China the job change decreased.

Question:  
Have you changed jobs during the past six months?

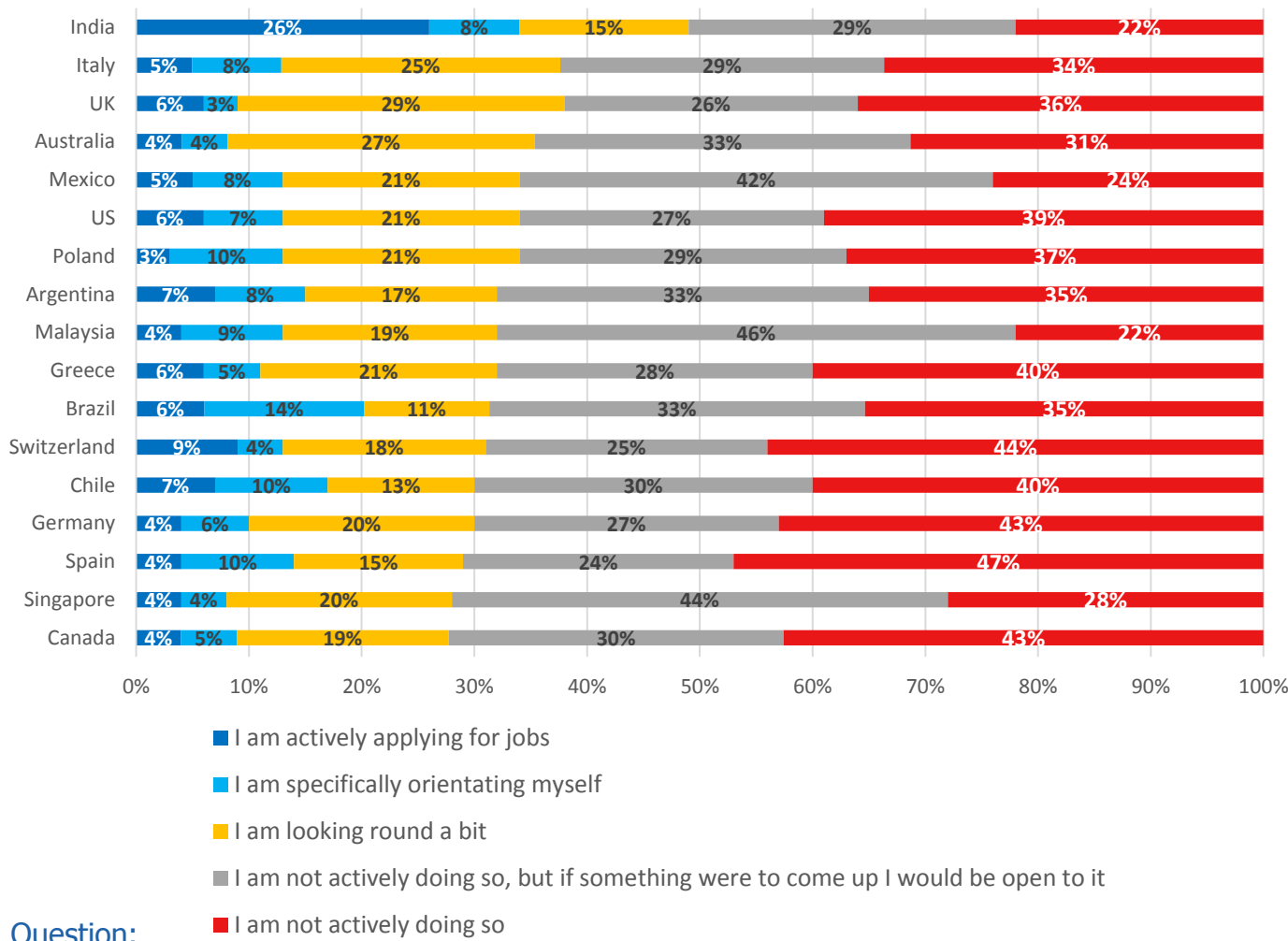
# actual job change lowest in Luxembourg



Question:  
Have you changed jobs during the past six months?

# JOB CHANGE APPETITE

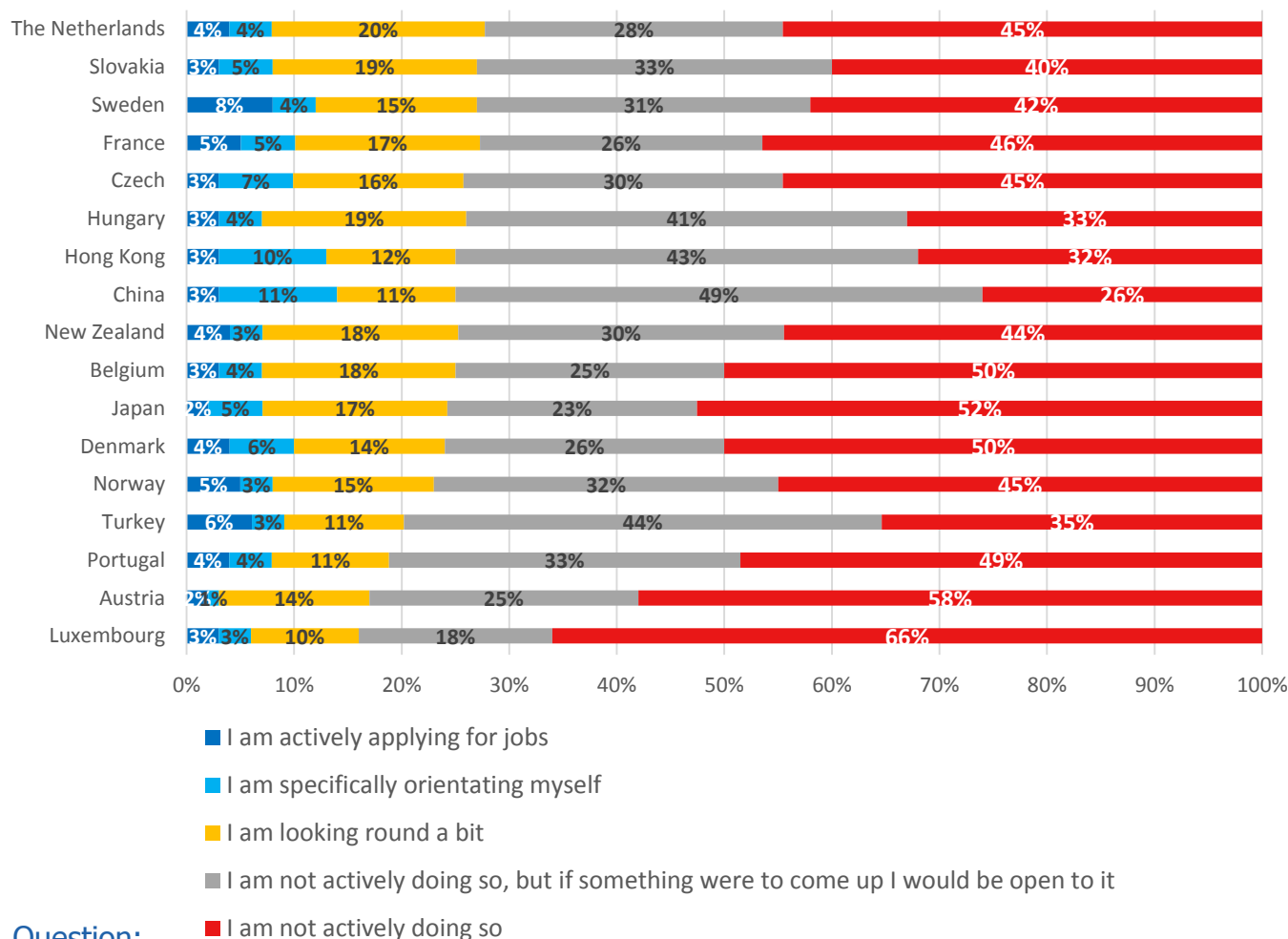
# India highest appetite for job change



Question:

To what extent are you currently looking for another job?

# Luxembourg and Austria show lowest appetite for job change



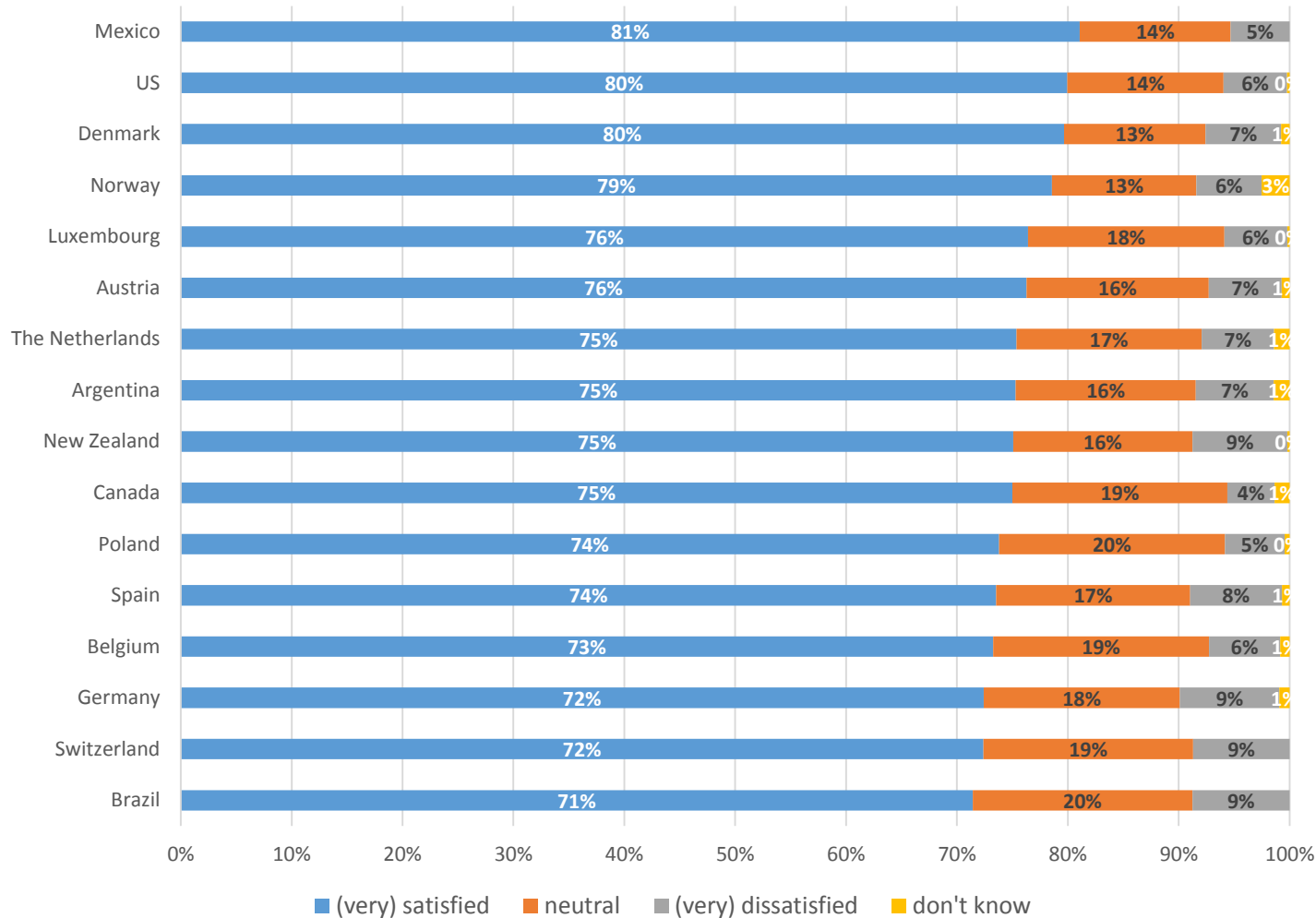
Question:

To what extent are you currently looking for another job?



# JOB SATISFACTION

# job satisfaction (1)



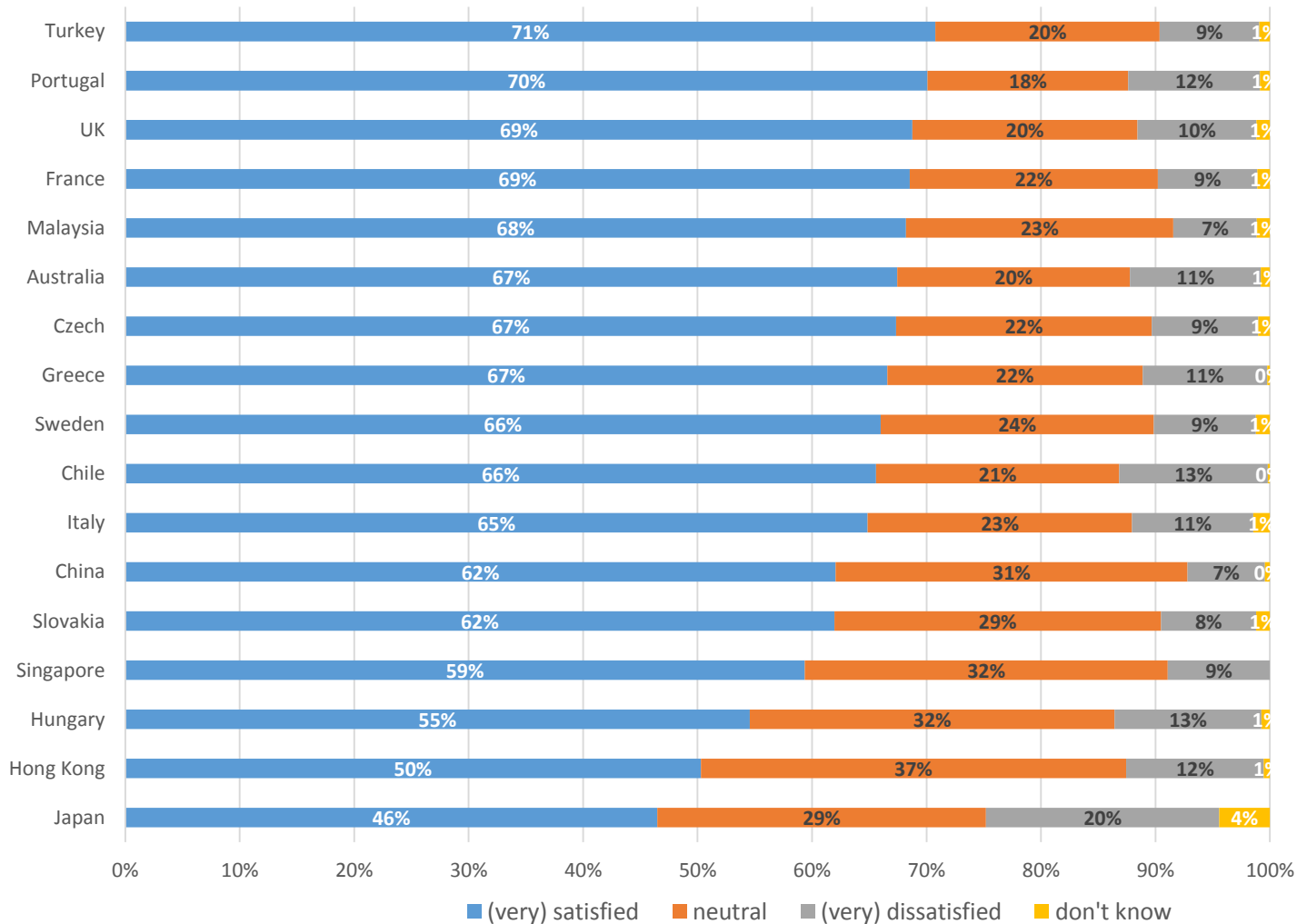
Job satisfaction increased in Spain, New Zealand, Denmark, Japan and Greece.

Job satisfaction decreased in Singapore.

Question:

How satisfied are you in general about working with your current employer?

# job satisfaction (2)



Question:

How satisfied are you in general about working with your current employer?

# **ABOUT THE RANDSTAD WORKMONITOR**

# background to the Randstad Workmonitor (1)

- The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and now covers 34 countries around the world. The last country to join was Portugal in 2014. The study encompasses Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published 4 times a year, making both local and global trends in mobility visible over time.
- The Workmonitor's Mobility Index, which tracks employee confidence and captures the likelihood of an employee changing jobs within the next 6 months, provides a comprehensive understanding of sentiments and trends in the job market. Besides mobility, the survey addresses employee satisfaction and personal motivation as well as a rotating set of themed questions.

## background to the Randstad Workmonitor (2)

- The study is conducted online among employees aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). Minimum sample size is 400 interviews per country. The Survey Sampling International (SSI) panel is used for sampling purposes. The third wave of 2015 was conducted between 20 July - 4 August 2015, in the following countries:

Argentina	Czech Republic	Italy	Singapore
Australia	Denmark	Japan	Slovakia
Austria	France	Luxembourg	Spain
Belgium	Germany	Malaysia	Sweden
Brazil	Greece	Mexico	Switzerland
Canada	Hong Kong	New Zealand	The Netherlands
Chile	Hungary	Norway	Turkey
China	India	Poland	UK
		Portugal	US

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